(9)

No. 89-1217

Supreme Court, U.S.
FILED
JOSEPH F. SPANIOL, JR.
CLERK

IN THE
Supreme Court of the United States
OCTOBER TERM, 1990

JAMES P. LEHNERT, *et al.*,
Petitioners,

v.

THE FERRIS FACULTY
ASSOCIATION-MEA-NEA, *et al.*,
Respondents.

On Writ of Certiorari to the United States Court of Appeals for the Sixth Circuit

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JOINT APPENDIX, VOLUME II, EXHIBITS

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(continued over)

PETITION FOR CERTIORARI FILED JANUARY 30, 1990
CERTIORARI GRANTED JUNE 11, 1990

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PLAINTIFFS' TRIAL EXHIBIT 21
MINUTES, FFA EXECUTIVE BOARD MEETING
FEBRUARY 3, 1982
[Offered & admitted Jan. 14, 1986]

FFA EXECUTIVE BOARD MEETING
February 3, 1982

* * * *

4. Bob Krueger reported as president of the 13-E Coordinating Council. This council, largely inactive in the past, is being reactivated and reorganized. As well as the faculty from Central and Ferris, other bargaining units from these schools will be added to the council. The purpose of this council is to approve and direct MEA personnel working for the council, set schedules and guidelines, arrange training for members, develop self evaluation and promote PAC activity. A motion of general support for the 13-E Coordinating Council and its present political activities was made (Krueger-Brown) and carried.

Bob also reported on the "MEA-NEA PAC Giveaway" which is a lottery intended to raise funds in support of candidates favorable to education. Each member will receive a card to be filled out and returned to MEA. The member will be invited to include a PAC contribution with his card. A drawing and awarding of prizes will occur in the spring.

* * * *

Respectfully submitted,
Ron Shepler
Acting Secretary

PLAINTIFFS' TRIAL EXHIBIT 29
MEA JOB ACTION INVESTIGATION REPORT
RE FERRIS FACULTY ASSOCIATION
AUGUST 12, 1981
[Offered & admitted Jan. 14, 1986]

[Michigan Education Association
logo omitted in printing]

JOB ACTION INVESTIGATION REPORT

Local Ferris Faculty Ass'n. **Zone** 3 **Region** 13-E
Number of Members 516 **Number of Students** 11,000+
MEA Board of Directors Members:
Phil Stich
Judy Stoops

Investigation Team: Diane Malmo, Jackie Zenser
A Job Action Investigation was conducted on August 12, 1981
Those members of the Association(s) present included Robert Krueger, Fred Wilson.

A. For each question respond with a check mark (√) for the appropriate answer. If additional comments are desirable, space is available at the end of the form.

* * * *

	Yes	No	See Comments
11. Do bargaining unit members clearly understand the issues and will they agree to withhold services in sufficient numbers to require the Board to negotiate further?	X	_	We expect the unit to strike on economics alone, if necessary

* * * *

	Yes	No	See Comments
13. Can all buildings be effectively closed?	X	_	_____

* * * *

16. Has a strike budget been prepared and adopted?	X	_	_____

* * * *

E. Additional comments and/or observations of the Investigation Team including identification of type (see Job Action, p.1 of Policy) and duration of job action anticipated. (Complete this section for all Job Actions)

(Attached)

* * * *

Respectfully submitted,

/s/ Diane Malmo — August 12, 1981
(Investigator) **(date)**

/s/ Jacalyn A. Zenser — August 12, 1981
(Investigator) **(date)**

Distribution: **MEA Executive Director**
MEA Executive Committee
MEA Region Board Members
Region President

Associate Executive Director for UniServ
Zone Manager
Local UniServ Staff
Local President
MABO Chairperson
MESPA President (for MESPA or coalition investigations only)
MESPA Director

E. The Ferris Faculty Association is doing a good job of getting prepared and organized for a possible job action. The leadership has done an excellent job of keeping the membership informed of bargaining progress throughout the summer.

It is very likely that an injunction will immediately sought and granted, however, the membership should be appraised of the possibility and problems of [illegible]ay strike.

If possible, the Association should establish a direct line of communication with any sympathetic Board of Control members and the two MESPA units on campus.

OUTLINE FOR JOB ACTION INVESTIGATION TEAM

* * * *

4. ANALYSIS OF THE FINANCIAL CONDITION OF THE DISTRICT

Enrollment has grown over the past three years, setting new records each fall. In particular students are continuing beyond associate degree options to BA/BS options, creating more pressure on upper level classes.

Though the economy of the state is poor, in spite of the recall of funds last year, the college has run in the black. Significant savings have been realized through administrative restructuring and lapsing of positions. No faculty have been laid off and the college has gone on record as saying that none will. Tuition, while steadily increasing for the last three years, still keeps the college highly competitive, in comparison to other Michigan schools, for attracting students. The state appropriation for 1981-1982 was increased by 13.8%. The college's financial health appears good.

* * * *

10. READINESS OF LOCAL ASSOCIATION FOR JOB ACTION

The leadership is ready. Since experiencing a job action three years ago, the "troops" are less apprehensive over instituting another but can only be deemed questionable.

PLAINTIFFS' TRIAL EXHIBIT 33
LETTER FROM BRUCE L. BEETLEY, PRESIDENT, FERRIS FACULTY ASSOCIATION, & MICHAEL D. McKEOWN, 13-E UNISERV DIRECTOR, TO KEITH GEIGER, PRESIDENT, MEA
OCTOBER 8, 1981
[Offered & admitted Jan. 17, 1986]

[FSC Faculty Association logo omitted in printing]

October 8, 1981

Keith Geiger
President
Michigan Education Association
P.O. Box 673
East Lansing, MI 48823

Dear Keith:

We want you to address our membership on Monday night, October 12. We expect between 350-450 members at the meeting. We realize that this request comes on absurdly short notice. Hence the mailgram. But it is senseless to apologize, because we are living in a crisis situation here and it is virtually impossible to know what is going to happen from one day to the next; let alone to make routine plans.

We have had a number of meetings -- at one of which a strike vote was taken which was three to one for strike. New developments took place thereafter, however, which obviated the need for us to walk when we had planned. But now another meeting has been called for Monday, October 12 at 8:30 p.m. at St. Peter's Church in Big Rapids. After we bargain again this weekend, our intention is to take back to the membership the last drop we have been able to squeeze our of the College. Then we will send the

mediator packing, set up one more bargaining date and call a strike next Tuesday.

Meanwhile, we are planning "activities" for this "Homecoming" weekend. The College's Board of Control will be here along with alumni, et al, and we have some "entertainment(s)" of our own in mind.

We hope you can come. It would certainly hearten our faculty to see you here as a show of support. We know how much you care, and we appreciate the help you have given us in the past.

On the other hand, we also know how busy you are; and how great an imposition such a request is in view, especially, of the shortness of the notice we are able to give you.

Still, the Executive Board thought we ought to try.

In any event, thanks.

Sincerely,

/s/

Bruce L. Beetley
President

/s/

Michael D. McKeown
13-E UniServ Director

pl

cc: Beverly Wolkow
Dave Thompson
Warren Culver

PLAINTIFFS' TRIAL EXHIBIT 55
LETTER FROM MARK JENKINS, 13-E UNISERV DIRECTOR, TO ART RICE, MEA
FEBRUARY 15, 1982
[Offered and admitted Jan. 14, 1986]

[MEA logo omitted in printing]

February 15, 1982

Art Rice
Michigan Education Association
P.O. Box 673
East Lansing, MI 48823

Dear Art:

You are probably aware of my recent higher education interim assignment to the 13-E Coordinating Council. During my brief involvement I've been able to sense that there is a problem within the 13-E Coordinating Council with regard to MEA identification. All of the bargaining groups involved within the Council have a distant feeling with regard to both the MEA and MEA services. This feeling within the MESPA groups is the result of the recent reorganization -- this situation will be resolved over a period of time through a simple continuation of essential services. The faculty situation, however, could seem to be more complex. Beyond the revolving door of interim UniServ Directors, and the change in the makeup of the Coordinating Council is the central question of "involvement within the parent organization."

All of the 13-E bargaining groups need a closer contact with the Michigan Education Association. This contact must be constant and to the benefit of both groups. The Ferris and Central groups would seem to be eager for such contact. The groups have developed strong leadership and effective leadership styles over the years with regard to bargaining and grievance handling.

But because of the distant feeling between the MEA and the groups in the Coordinating Council, there is a lack of contact and involvement on a state level.

Again, recognizing that my assignment is on an interim basis, a means of speaking to this needed contact and involvement would seem to necessarily come from your office location. I am of the opinion that not only would this type of contact generate involvement in the state organization, but would satisfy the groups' desire for access to staff with higher education experience.

Beyond these perceived needs is my personal concern with regard to higher education perspectives related to MABO's, CBC's and political action. I am concerned that per the January 22, 1982 MAHE minutes, higher education units have some perceptions of being in competition with each other versus trying to work together. Also, because of this competition perception, any political efforts, particularly with regard to the Preserve Public Education Program, will be greatly inhibited.

I would request that your office provide as much higher education service as is possible to speak to some of these needs. Also, the next 13-E Coordinating Council meeting will be held at the Cabin By The Shore on M-20 just west of Mecosta. If you were able to provide some consultant service at this meeting - including a review of the Preserve Public Education Program and the NEA-PAC program - it would be both well received and of great help in moving toward some 13-E MEA involvement.

Sincerely,

Mark Jenkins
13-E UniServ Director

MJ:pl
cc: Dick Ringstrom

PLAINTIFFS' TRIAL EXHIBIT 56
LETTER FROM MARK JENKINS, 13-E UNISERV DIRECTOR, TO DICK RINGSTROM, MEA
MARCH 29, 1982
[Offered & admitted Jan. 14, 1986]

[MEA logo omitted in printing]

March 29, 1982

Dick Ringstrom
Michigan Education Association
2186 - 44th Street SE
Kentwood, MI 49508

Dear Dick:

* * * *

On another level, the 13-E Coordinating Council is moving forward with the PPE program. The FFA past president (Bob Krueger) has tapped each individual member (by mail) regarding support of the PPE program. This message has also been sent to the president/executive committee at the CMU/FA. Because of the traditional view of the professorate and overt political activity, any activity that can be generated will be a plus (so maybe there will be a way to nuture what will be a small showing).

* * * *

Sincerely,

/s/
Mark Jenkins
13-E UniServ Director

MJ:pl

PLAINTIFFS' TRIAL EXHIBIT 73
REPORT CARD ON MEA'S 1982-84 GOALS & OBJECTIVES FROM FALL 1982 REPRESENTATIVE ASSEMBLY HANDBOOK
[Offered & admitted Jan. 13, 1986]

SECTION F

REPORT CARD ON THE GOALS AND OBJECTIVES OF THE MICHIGAN EDUCATION ASSOCIATION

Included in this section is a Report Card on the Goals and Objectives that were adopted by the Fall 1981 Representative Assembly for 1982-84. The Goals and Objectives begin on page 78 of your Constitution, Bylaws and Administrative Policies Manual that you received in August, 1982.

You will want to refer to that document during the Representative Assembly, so be sure to include it with the materials that you bring to the Assembly.

REPORT CARD

MEA-NEA GOALS AND OBJECTIVES

1982-84

(Adopted by the 1981
Fall Representative Assembly)

P R E A M B L E

MEA-NEA goals are established by Representative Assembly delegates to determine the Association's priorities in program and budget development. As a dynamic, progressive State Association, the MEA-NEA programs are interdependent, reciprocal, and complementary. No single goal can be achieved in isolation from related goals. To achieve MEA-NEA goals in all key areas

requires balanced, coordinated actions by all MEA-NEA components--elected leaders, staff and members.

MEA's highest priorities for 1982-84 shall be to advance the welfare of its members by continuing:

To provide bargaining representation and contract maintenance,

To protect the legal rights of its members and locals,

To effect changes in the political climate of the state to allow favorable fiscal reform for financing public education, and

To improve education and the profession.

This Report Card indicates MEA efforts or progress on the objectives under the various goals during the past year (1981-82).

A. PROFESSIONAL AND ECONOMIC RIGHTS

To promote the professional and economic interest of Michigan teachers and other school employees.

COLLECTIVE BARGAINING

To assure that all public employees enjoy the right to engage in good faith collective negotiations, fair treatment and due process as provided by law and to pursue legislation to remove restrictions on the right to strike and allow for third party resolutions of impasse, including binding arbitration, where the employee groups request such assistance. To secure legislation that requires local school districts to consolidate for the purpose of collective bargaining when the majority of teachers in their respective locals petition for such action.

1981-82 NOT ATTAINED

Local affiliates and multi-association bargaining organizations (MABOs), through their involvement in local bargaining, continuously assure that public school employees exercise their bargaining rights. However, a right-to-strike law has not been achieved since Gov. Milliken vetoed such a bill in July, 1980, and demanded restrictions that were unacceptable to MEA. There has been no legislation requiring school districts to consolidate for bargaining purposes. Local affiliates have consolidated, however, into MABOs to obtain some of the benefits of consolidated bargaining.

UNIFIED BARGAINING

To implement state, area, and local bargaining, to expand unified bargaining programs; to develop appropriate pilot programs with objectives, strategies, structures, and evaluation. The state, area, and local will work cooperatively toward achieving the bargaining goals and objectives as established by the Fall Representative Assembly.

1981-82 - PROGRESS

Unified bargaining has spread to cover more public school employees as MEA-affiliated bargaining units have joined multi-association bargaining organizations (MABOs). In turn, MABOs, with growing experience in unified bargaining, have refined their techniques and strategies. Notable this year has been the first vote by a big urban unit, Kalamazoo, to join the county MABO. Most of the local units of the county MABO are much smaller.

AGENCY SHOP

To negotiate agency shop clauses in all contracts.

1981-82 - PROGRESS

Of 555 K-12 and intermediate districts in which MEA affiliates are the bargaining agent, 470 or 84.7 per cent have agency shop. This compares with 80.5 per cent during the previous reporting period. Sixteen (64 per cent) of 25 higher education contracts that have been reviewed have agency shop. In 144 school districts with MESPA bargaining units, 115 or 79.9 per cent have agency shop. Recent progress in agency shop has been attained against determined Radical Right efforts to root out agency shop where it exists and to deny it to public employees who are still trying to achieve agency shop. Agency shop is an MEA minimum bargaining goal that has yet to be achieved for all public school employees.

B. GOVERNMENT AFFAIRS

To provide for optimal funding of public education and increased effectiveness to teachers' influence on Michigan education through political action.

TEACHER LICENSURE

To obtain legislation which provides legal status for the profession and establishes professional jurisdiction over licensing and the right to practice; eliminates the use of emergency permits and other substandard certificates; improves the universities' standards for entry of candidates into preparation for the teaching profession; and clarifies the role and qualifications of paraprofessional aides.

1981-82 - NOT ATTAINED

MEA has had input into a new approach to teacher certification under development by the State Department of Education. The approach embodies a concept advanced by MEA--to treat teacher preparation, certification, and later in-service as part of a unified career continuum. All interested parties,

including classroom teachers, would have recognized roles in planning and implementing all segments of the continuum. In recent years MEA had proposed licensure legislation but it had proved impossible to gain sufficient consensus even to report such legislation out of committee.

RETIREMENT

To seek funding of the Michigan retirement system to allow for an improved benefit formula. To maintain a coalition of the major school employee groups and retired school employees that can work to improve the retirement system, as outlined in the MEA Legislative Objectives. To provide a system of pre-retirement education to enable current MEA members to plan for retirement. To involve current retirees in MEA's political action program.

1981-82 - PROGRESS

The MEA's Office of Retirement Concerns works with a coalition that includes the Michigan Association of Retired School Personnel (MARSP), the Michigan Association of School Administrators (MASA), the Michigan Association of Secondary School Principals (MARSP), and the Michigan Elementary and Middle School Principals Association (MEMSPA). This past year the coalition lobbied successfully for a bill permitting retirement credit for released time of EA and other employee and professional organization officers. A suit filed against the state prompted it to resume timely transmittal of funds to the retirement system and to make the retirement fund whole for the payments that had been delayed. MEA has had the cooperation of the University of Michigan and NEA in the training of persons to run pre-retirement workshops. These workshops continue to be scheduled in most parts of the state. Local public school employee political action committees (PACs) are starting to involve retirees. MEA objectives of seeking statewide support from retirees have been blocked by federal election

regulations which bar such solicitation from those who do not enjoy full, active membership status.

TAX REFORM

To provide an adequate tax base as a source of revenue for public education which shall include major statewide tax reform, uniform property assessment and collection practices, full equalization of revenue per child per mill, reorganization and consolidation of school districts, and such other specifications as are adopted by the Representative Assembly and/or Board of Directors.

1981-82 - NOT ATTAINED

Circumstances have forced recent MEA efforts to be directed toward minimizing cuts in state funds for schools to survive. MEA won a temporary increase in the state income tax in 1982 which averted a $226 million cut in state school funds. MEA has not advanced a tax reform plan since statewide voter defeat of one supported by MEA in 1980. Instead, MEA has strongly advocated that the trend of declining state support for education must be reversed and restored to about 50 per cent. This is its "Preserve Public Education-Equal Partners" campaign that is long-term and is directed toward state leaders, primarily legislators.

FUNDING OF PUBLIC EDUCATION

To seek enactment of a State Aid Act that meets specifications as adopted by the Representative Assembly and/or Board of Directors. To provide leadership, representation and coordination of appropriations for all three levels of education: K through 12, community college and higher education.

1981-82 - PROGRESS

Through its lobbyists and a higher education coordinator, MEA provides leadership and advocacy in seeking funding for all levels of public education in Michigan. Noteworthy this past year was a meeting initiated by MEA of the faculty and administrative leaders of two of Michigan's universities to seek funding improvements. This was a "first"--bringing higher education institutions together to work on mutual concerns. Michigan's economic slump has forced MEA's efforts to be directed toward minimizing the cuts in school funds under the current state aid formula.

FEDERAL SUPPORT

To supplement NEA's efforts to secure funding for public education from public tax sources to equal at least one-third federal support for the public schools.

1981-82 - NOT ATTAINED

Attainment of this objective must await MEA-NEA success in electing more friends of education to Congress who will reorder national priorities. It will also await the election of a national administration in 1984 that recognizes the importance of education to the national security and well-being and that accepts the federal responsibility for assuring that education throughout the country meets the needs of the nation.

SUPPORT FRIENDS OF EDUCATION/COALITIONS

To seek out, support, elect and monitor individuals who support MEA-NEA goals and objectives. To form political coalitions with other organizations, including organized labor, who support MEA-NEA goals and objectives.

1981-82 - PROGRESS

NEA-PAC, MEA-PAC, and local school employee PACs have a system for endorsing candidates who are supportive of MEA-NEA goals and then campaigning to elect those candidates. The system also includes monitoring the candidates after their election to determine if their actions merit continued support and endorsement in future elections. In the August primary this year 78 per cent of school employee-endorsed candidates in contested races for the state Senate won. In the House of Representatives races, the per cent winning was slightly higher--80 per cent. The endorsed gubernatorial candidate won in the primary against several contenders. The final result was to be decided in the Nov. 2 election. During the current school funding crisis, MEA has had some success in building a school community coalition at the state level. A major thrust of the "Preserve Public Education" campaign has been to build local community coalitions of diverse groups to advocate improved state funding for schools.

LOCAL POLITICAL ACTION

To provide local associations with consultation in developing comprehensive political action.

1981-82 - ACCOMPLISHED

MEA has political action consultants who assist local EA and MESPA units throughout the year. They have helped more than 150 local affiliates this past year. Efforts have centered on millage campaigns and important successes have been achieved. Examples are Alpena, Pontiac, and Harper Creek, where millage victories averted or ended the closing of schools. In addition, consultants provide numerous screening and endorsing workshops as part of an effort to elect more friends of education to office.

STATEWIDE BALLOT ISSUES

To monitor the political development of statewide ballot issues and to take appropriate actions of support or opposition when necessary to meet MEA-NEA goals and objectives.

1981-82 - ACCOMPLISHED

MEA initiates, supports, and opposes statewide ballot issues as the need arises. No ballot issues of central importance to schools or school employees were identified as being on the 1982 ballot.

C. IMPROVING EDUCATION AND THE PROFESSION

To achieve for Michigan teachers a leadership position in improving classroom instruction and in advancing civil and human rights.

STRENGTHEN LOCAL AFFILIATES

To continue to strengthen the network of effective local affiliates, leaders, and members by providing comprehensive, general, administrative, consultative training and representative services; regular and comprehensive communications of the MEA-NEA; and training in organizational and leadership skills, especially for Third World and women educators.

1981-82 - ACCOMPLISHED

This objective is served in a variety of ways--through conferences and workshops, publications, and MEA consultant help to local affiliates. Publications include Teacher's Voice, a tabloid newspaper circulated 20 times yearly to all MEA and MESPA members and the following instructional and leadership development newsletters: the Motivator (dealing with sexism), the Manifesto (dealing with racism), the Advocate (dealing witn instructional issues), the Migrant

Motivator (dealing with migrant education concerns), and the Job Search (assisting teachers to find employment). The Legislative Bulletin keeps leaders up-to-date on federal and state government concerns. MEA professional development consultant has responded to a number of local-affiliate requests for help this past year in areas ranging from assertiveness training to mainstreaming. Conferences have included the statewide Instruction and Professional Development (IPD) conference, Women's Leadership, Third World Leadership, and Summer Leadership and regional IPD and minority involvement conference.

MEMBERSHIP ENROLLMENT

To enroll all pre K through 12, ISD, community/junior college and university employees, other certified teachers and MEA retirees.

1981-82 - PROGRESS

Gains have been achieved this past year in enrolling a higher percentage of higher education and school support personnel. Northwestern Michigan College at Traverse City was added as a new higher education bargaining unit. There are now 32 MEA-NEA affiliated bargaining units in Michigan two-year and four-year higher education institutions. The Michigan Educational Support Personnel Association (MESPA) has grown from 233 bargaining units a year ago to 250 bargaining units this year (1982). However, the number of employees represented has dropped from 10,817 a year ago to 10,783 this year, reflecting layoffs of school support personnel.

CERTIFIED TEACHERS

To continue to assure that every classroom is staffed with a certified teacher; to encourage affiliates to negotiate provisions which prevent boards of education from replacing teachers or teaching positions with paraprofessionals; and/or

teachers or other uncertified personnel to mandate that paraprofessionals must adhere to the role of paraprofessionals.

1981-82 - PROGRESS

MEA has developed suggested language for bargaining into local contracts that requires negotiations over any proposed changes in status of any position in the bargaining unit and that specifies job descriptions for paraprofessionals that are developed by the bargaining unit members to whom the paraprofessionals are assigned.

CURRICULUM IMPROVEMENT

To provide professional consultation and clearinghouse services regarding improvement of school curriculum, teacher participation in educational decision-making at all levels of instruction, teacher preparation activities in the improvement of school curriculum, and teacher participation in decision-making.

1981-82 - ACCOMPLISHED

MEA provides workshops and consultation and clearinghouse services to assist local affiliates in improving school curricula. The MEA suggests contract language to be bargained locally that is designed to assure teacher participation in instructional development and decision-making.

PROFESSIONAL DEVELOPMENT

To achieve an effective teacher influence in the pre-service and in-service education of teachers at all levels by aggressively pursuing and maintaining teacher control over the design and implementation of Teacher Centers and negotiating other in-service opportunities, including university courses designed for a specific group; by influencing the universities' teacher-training programs and establishment of

separate administrator training programs, and by gaining a seat on all governing boards of teacher-training institutions.

1981-82 - PROGRESS

In earlier years MEA and NEA have been successful in getting regulations specifying that classroom teachers be in the majority on local policy boards that administer the in-service funds from federal and state sources. This past year MEA input has done much to shape a new proposal that would treat preparation for teaching, certification, and career in-service as part of a unified continuum. Classroom teachers and all other interested parties would have input into all aspects of teacher career programs--from preparation to in-service. The concept is being developed by the State Department of Education.

ACCREDITATION

To obtain teacher majorities on the governance bodies of all accrediting agencies for all levels of public education.

1981-82 - NOT ATTAINED

The North Central Association of Colleges and Secondary Schools has continued to be totally unresponsive to concerns brought to its attention by MEA. Classroom teachers perform much of the agency's evaluation work, yet are not represented at all on its boards.

NONDISCRIMINATION

To continue to identify and resolve racism and sexism in the schools by working with state and local boards of education, and boards of trustees and regents, in the development of non-discriminatory hiring practices. To cooperate in a national concerted effort to influence publishing companies prior to the printing of textbooks and other instructional materials by providing consultation and clearinghouse

services to assist teachers: a) in identifying and resolving institutional racism in the schools; b) regarding useful research and curricula designs for minority group children, including adequate distribution of multi-ethnic texts and materials to all children; and c) regarding racism and sexism in education, including textual materials, curriculum, athletics, career education, compensatory education, special education, bilingual education, migrant education, and teacher behavior.

1981-82 - PROGRESS

MEA provides guidance for local negotiators seeking to bargain contract language to bar discriminatory employment practices. MEA also regularly provides consultant and workshop assistance to local affiliates and leaders in identifying and combating sexism and racism. Work on a multicultural handbook for use by teachers and leaders was nearing completion this year.

ACADEMIC FREEDOM

To guarantee academic freedom for all teachers and to vigorously oppose any attempts at censorship of published books and/or other materials in educational institutions.

1981-82 - PROGRESS

This is a new objective, reflecting MEA members' concerns about attempts around the nation to censor books and other materials used in schools. This objective is never permanently attained; like democracy, it must be continually safeguarded against attacks. It is protected by local EA leaders and affiliates that support boards of education in adopting and maintaining orderly and reasonable policies and procedures for the selection and use of materials in school to protect academic freedom for both teachers and pupils. MEA supported the court battle of a Memphis teacher to protect his academic rights against a concerted attack against his

teaching methods and materials. MEA helped to win a court order restoring him to a teaching position in his school district. A federal court jury this year awarded him $321,000 in punitive and compensatory damages. The court found that his school district and its board had, among other things, violated his academic freedom.

PLAINTIFFS' TRIAL EXHIBIT 158
APPENDIX D (1982 MEA-MESPA-NEA PRIORITIES)
TO THE MINUTES OF THE PRE-NEA
REPRESENTATIVE ASSEMBLY
COORDINATING COMMITTEE
MARCH 27, 1982
[Offered & admitted Jan. 14, 1986]

Appendix D

MEA-MESPA-NEA PRIORITIES
1982

MEA-MESPA-NEA Continuing Priorities

The goals of the MEA-MESPA delegation to the NEA Representative Assembly are to:

1. Make the passage of a national collective bargaining bill for public employees the number one top priority of the NEA Representative Assembly by:

   -- increasing parts of the budget that have to do with the passage of a collective bargaining bill;

   -- passing new business items which emphasize the importance of the passage of a collective bargaining bill;

   -- instructing state liaisons to push the passage of a collective bargaining bill with their contacts;

   -- impacting on budget hearings and Resolutions Committee hearings with the importance of the passage of a collective bargaining bill;

   -- continuing a Collective Bargaining Caucus whose purpose would be to promote the passage of a collective bargaining bill as the top NEA goal;

   -- enacting other activities deemed necessary by the MEA-MESPA delegation to the NEA Representative Assembly in order to secure the passage of a collective bargaining bill; and

   -- forming a national bargaining committee.

2. Elect Michigan and Michigan-supported* candidates to NEA Leadership positions.

3. Pursue legislative enactment of:

   -- General aid bill -- 1/3 Federal funding

   -- Ratification of Equal Rights Amendment

   -- Accelerated school and residential integration

   -- Mobile Teacher Retirement

   -- Preserve Public Education -- Equal Partners

4. To provide funds in the budget for pilot projects in multi-ethnic and feminist curricula.

5. To provide input into and review of the NEA budget.

6. To continue to support the activities of NEA-PAC.

7. To promote a comprehensive view of education -- local, state, national and international.

8. To eliminate Administrators from the active membership roles.

*Refer to "Caucus Rules and Regulations" -- # 8

PLAINTIFFS' TRIAL EXHIBIT 164
PPE ACTIVITIES SCHEDULE & TIMELINES
[Offered & admitted Jan. 13, 1986]

[MEA Job Request form omitted in printing]

WORKING DRAFT #5

Activities Schedule & Timelines
for
Preserve Public Education Program (PPE)[1]

ACTIVITY	RESPONSIBILITY	TIMELINE
Adopt PPE Program		
MEA Executive Committee	Exec. Director	Jan. 8
MESPA Board	Exec. Director	Jan. 9

[1]["GOALS" column omitted from the overall schedule in printing. The entries in that column were roman numbers and letters which are not explained in the record.]

ACTIVITY	RESPONSIBILITY	TIMELINE
MEA Board	Exec. Director	Jan. 13
MEA Professional Staff/ Mtg.	Exec. Director	Jan. 30
MAHE Board	Exec. Director	Jan. 30
Educate Membership (MEA & MESPA)		
MESPA Leadership Conference	Org. & Neg./Gov. Aff./Mem. Ser.	Jan. 22-23
MEA Professional Negotiations Workshop	Org. & Neg./Gov. Aff./Mem. Ser.	Jan. 29-30
MEA Leg./PAC Conference	Government Affairs/Mem. Ser.	Feb. 4-6
Teacher's Voice Indepth Feature(s)	Membership Services/Gov. Aff.	Feb. & Continuing

ACTIVITY	RESPONSIBILITY	TIMELINE
Informational materials to local EAs	Membership Services	Feb. & Continuing
Board of Directors Region Meetings		
with local leaders	Exec. Off./BD/Gov. Aff./ Uniserv	Feb. & Continuing
local leaders mtgs. w/ members	Local leaders/Uniserv	Feb. & Continuing
MEA Commissions/Task Forces	PDHR/Gov. Aff./Mem. Ser.	Feb. 12-13
Council of State Organizations	Gov. Aff./Mem. Ser.	Feb. 6
Native American's Conference	PDHR/Gov. Aff./Mem. Ser.	Mar. 11-13
Third World Leadership Conference	PDHR/Gov. Aff./Mem. Ser.	Apr. 20-25

ACTIVITY	RESPONSIBILITY	TIMELINE
R. A.	Exec. Off./Gov. Aff./Mem. Ser.	Apr. 29-30
Women's Leadership Conf.	PDHR/Gov. Aff./Mem. Ser.	Apr. 23-25
MEA-PAC Governing Board & Council	Exec. Off./Gov. Aff.	Mar. - Apr.
P.R. Conference	Membership Services/Gov. Aff.	May 21-22
Review PPE Activity		
Refine State and Local Organizing Efforts	All Staff & Governance	Mar. - Apr.
Summer Leadership Conference	PDHR/Gov. Aff./Mem. Ser.	Aug. 2-6
Statewide Screening & Endorsing Meeting	Exec. Off./Gov. Aff.	Jan. 22

ACTIVITY	RESPONSIBILITY	TIMELINE
Seek Support from Education Groups/Organizations		Jan. - Feb.
CAUSE	PDHR	
ELAC,MAEMSP,MASSP, Education Forum, AAUP, AAUW, PTA, AFSCME, League of Women Voters, State Department of Education, Middle Cities	Government Affairs	
MASA, MASB, MFT	Exec. Off./Gov. Aff.	
Council of College Pres.	Executive Office	
Michigan Community College Association	Executive Office/HE	
State Dept. of Education	Government Affairs	

ACTIVITY	RESPONSIBILITY	TIMELINE
Fund Raising Activities		
1. Initiate MEA/MESPA fundraiser for NEA-PAC Statewide Giveaway	Exec. Off./Gov. Aff./Mem. Ser./Uniserv	Jan. 28-29
2. Additional fund raising activities for MEA-PAC		
Captive Audience Collections	All Divisions	
Direct Mail Contribution Campaign	Exec. Off./Gov. Aff./Mem. Ser.	
Local/State Receptions	All Divisions	
Train Professional Staff		
- Specialized MEA/NEA Training in Political Action	Government Affairs	Jan. 12-14

ACTIVITY	RESPONSIBILITY	TIMELINE
- Professional Negotiations Workshop	Org. & Neg./Gov. Aff.	Jan. 29-30
- Professional Staff & Mgt. Meetings	Exec Off./Gov. Aff.	Jan. 28-29
(training in volunteer recruitment & fund raising)		
- Public Relations Staff Training	Membership Services	Continuing
- Local PR Workshops	Membership Services	
- MEA Leg./Pol. Action Conf.	Government Affairs	Feb. 4-6
- Public Relations Conference	Membership Services	May 21-22

ACTIVITY	RESPONSIBILITY	TIMELINE
Recruitment of Volunteers for Action		
Coordination of all volunteer activities	Uniserv/Mem. Ser./ Gov. Aff.	Feb. & Continuing
- Local Media Contacts	Volunteers/Gov. Aff.	
- Organizing Local PR Programs	Volunteers/Gov. Aff.	
- Speech outlines & background materials to Locals	Volunteers/Gov. Aff.	
- Fund raising Activities	Volunteers/Gov. Aff.	
Voluntary Contributions		
Collecting General Donations		

ACTIVITY	RESPONSIBILITY	TIMELINE
- Building local coalitions	Volunteers/Gov. Aff.	
- Election Campaigns	Volunteers/Gov. Aff.	
- Targeted Legislative Lobbying	Volunteers/Gov. Aff.	
Political Action for PPE		
Present Funding Proposal to Legislature & Membership	Government Affairs	Feb.
I. Internal Communication with Membership		
II. External Communication with Legislature		
Targeted Lobbying of Legislature	Exec. Off./BD/Gov. Aff./Uniserv/Mem. Ser.	Feb. - June

ACTIVITY	RESPONSIBILITY	TIMELINE
1. Contact Teams		
2. Local EA Presidents or Coordinating Council Chairpersons		
3. Member Leaders		
4. Joint Activity with other state organizations		
Adoption of PPE by State Party Conventions	Exec. Off./Gov. Aff./Volunteers	Aug.
Election Campaign Activities		
Organize Local S & E Committees	Gov. Aff./Uniserv	Feb.
Conduct S & E Interviews	Local leaders/Uniserv	Feb. - June
Distribute Local Endorsements	Government Affairs	June 30

ACTIVITY	RESPONSIBILITY	TIMELINE
Local Campaign Activities	Exec. Off./BD/Gov. Aff./ Membership Services/PDHR	Feb. - Nov.
1. Primary Election (Aug. 2)		
2. Complete Endorsements for General Election		
3. Precinct Canvassing		
4. Establish Telephone Banks		
5. Get Out Vote Organizations		
State Campaign Activities	Exec. Off./BD/Gov. Aff./ Membership Services	Feb. - Nov.
1. Primary Election (Aug. 2)		

ACTIVITY	RESPONSIBILITY	TIMELINE
2. Complete Endorsements for General Election		
3. Advertising Activities		
4. Get Out Vote Organizations		
General Election Day	All Staff and Governance	Nov. 2
Evaluate Election '82	All Staff and Governance	After Nov. 2

[notation regarding goal omitted in printing]

PROGRAM SERVICES DIVISION

Government Affairs

Responsibility for PPE

Activity	Timeline
Educate Membership (MEA & MESPA)	
MESPA Leadership Conference	Jan. 22-23
MEA Professional Negotiations Workshop	Jan. 29-30
MEA Leg./PAC Conference	Feb. 4-6
Teacher's Voice Indepth Feature(s)	Feb. & Continuing
Board of Directors Region Meetings with local leaders	Feb. & Continuing
MEA Commissions/Task Forces	Feb. 12-13
Council of State Organizations	Feb. 6
Native American's Conference	Mar. 11-13
Third World Leadership Conference	Apr. 20-25
R. A.	Apr. 29-30

Activity	Timeline
Women's Leadership Conference	Apr. 23-25
MEA-PAC Governing Board & Council	Mar. - Apr.
P. R. Conference	May 21-22
Review PPE Activity	
Refine State and Local Organizing Efforts	Mar. - Apr.
Summer Leadership Conference	Aug. 2-6
Statewide Screening & Endorsing Meeting	Jan. 22
Seek Support from Education Groups/Organizations	
ELAC, MAEMSP, MASSP, Education Forum, AAUP, AAUW, PTA, AFSCME, League of Women Voters, State Department of Education, Middle Cities	Jan. - Feb.
MASA, MASB, MFT	
State Department of Education	
Fund Raising Activities	
1. Initiate MEA/MESPA Fundraiser for NEA-PAC Statewide Giveaway	Jan. 28 - 29

Activity	Timeline
2. Additional Fund Raising Activities for MEA-PAC	
- Captive Audience Collections - Direct Mail Contribution Campaign - Local/State Receptions	
Train Professional Staff	
- Specialized MEA/NEA Training in Political Action	Jan. 12-14
- Professional Negotiations Workshop	Jan. 29-30
- Professional Staff & Mgt. Meetings (training in volunteer recruitment & fund raising)	Jan. 28-29
- MEA Leg./Political Action Conference	Feb. 4-6
Recruitment of Volunteers for Action	
Coordination of all Volunteer Activities	Feb. & Continuing
- Local Media Contacts	
- Organizing Local PR Programs	
- Speech Outlines & Background Materials to Locals	

Activity	Timeline
- Fund Raising Activities	
- Voluntary Contributions	
- Collecting General Donations	
- Building Local Coalitions	
- Election Campaigns	
- Targeted Legislative Lobbying	
Political Action for PPE	
Present Funding Proposal to Legislature & Membership	Feb.
I. Internal Communication with Membership	
II. External Communication with Legislature	
Targeted Lobbying of Legislature	Feb. - June
1. Contact Teams	
2. Local EA Presidents or Coordinating Council Chairpersons	
3. Member Leaders	

Activity	Timeline
4. Joint Activity with Other State Organizations	
Adoption of PPE by State Party Conventions	Aug.
Election Campaign Activities	
Organize Local S & E Committees	Feb.
Distribute Local Endorsements	June 30
Local Campaign Activities	Feb. - Nov.
1. Primary Election (Aug. 2)	
2. Complete Endorsements for General Election	
3. Precinct Canvassing	
4. Establish Telephone Banks	
5. Get Out Vote Organizations	
State Campaign Activities	Feb. - Nov.
1. Primary Election (Aug. 2)	
2. Complete Endorsements for General Election	
3. Advertising Activities	

Activity	Timeline
4. Get Out Vote Organizations	
General Election Day	Nov. 2
Evaluate Election '82	After Nov. 2

PROGRAM SERVICES DIVISION

Membership Services

Responsibility for PPE

Activity	Timeline
Educate Membership (MEA & MESPA)	
MESPA Leadership Conference	Jan. 22-23
MEA Professional Negotiations Workshop	Jan. 29-30
MEA Leg./PAC Conference	Feb. 4-6
Teacher's Voice Indepth Feature(s)	Feb. & Continuing
Informational materials to local EAs	Feb. & Continuing
MEA Commissions/Task Forces	Feb. 12-13
Council of State Organizations	Feb. 6
Native American's Conference	Mar. 11-13
Third World Leadership Conference	Apr. 20-25
R. A.	Apr. 29-30
Women's Leadership Conference	Apr. 23-25
P. R. Conference	May 21-22
Review PPE Activity	
Refine State and Local Organizing Efforts	Mar. - Apr.
Summer Leadership Conference	Aug. 2-6
Fund Raising Activities	
1. Initiate MEA/MESPA Fundraiser for NEA/PAC Statewide Giveaway	Jan. 28-29
2. Additional Fund Raising Activities for MEA-PAC	
- Captive Audience Collections	

Activity	Timeline
- Direct Mail Contribution Campaign - Local/State Receptions	
Train Professional Staff	
Public Relations Staff Training	Continuing
Local PR Workshops	
Public Relations Conference	May 21-22
Recruitment of Volunteers for Action	
Coordination of All Volunteer Activities	Feb. & Continuing
Political Action for PPE	
Targeted Lobbying of Legislature	Feb. - June
1. Contact Teams	
2. Local EA Presidents or Coordinating Council Chairperson	
3. Member Leaders	
4. Joint Activity with Other State Organizations	

Activity	Timeline
Election Campaign Activities	
Local Campaign Activities	Feb. - Nov.
1. Primary Election (Aug. 2)	
2. Complete Endorsements for General Election	
3. Precinct Canvassing	
4. Establish Telephone Banks	
5. Get Out Vote Organizations	
State Campaign Activities	Feb. - Nov.
1. Primary Election (Aug. 2)	
2. Complete Endorsements for General Election	
3. Advertising Activities	
4. Get Out Vote Organizations	
General Election Day	Nov. 2
Evaluate Election '82	After Nov. 2

PROGRAM SERVICES DIVISION

PD/HR

Responsibility for PPE

Activity	Timeline
Educate Membership (MEA & MESPA)	
MEA Commissions/Task Forces	Feb. 12-13
Native American's Conference	Mar. 11-13
Third World Leadership Conference	Apr. 20-25
Women's Leadership Conference	Apr. 23-25
Review PPE Activity	
Refine State and Local Organizing Efforts	Mar. - Apr.
Summer Leadership Conference	Aug. 2-6
Seek Support from Education Groups/Organizations	
CAUSE & Constituent Groups, Hispanic	Jan. - Feb.

Activity	Timeline
Comm. Groups, Center for School Improvement, MASCD, MAAE, MABE, CEC, SCADS	
Fund Raising Activities	
Additional Fund Raising Activities for MEA-PAC	Jan. 28-29
- Captive Audience Collections - Local/State Receptions	
Recruit & Train Volunteers	Feb. & Continuing
Election Campaign Activities	
Local Campaign Activities	Feb. - Nov.
1. Primary Election (Aug. 2)	
2. Complete Endorsements for General Election	
3. Precinct Canvassing	
4. Establish Telephone Banks	
5. Get Out Vote Organizations	
General Election Day	Nov. 2
Evaluate Election '82	After Nov. 2

PROGRAM SERVICES DIVISION

Organizing & Bargaining

Responsibility for PPE

Activity	Timeline
Educate Membership (MEA & MESPA)	
MESPA Leadership Conference	Jan. 22-23
MEA Professional Negotiations Workshop	Jan. 29-30
Review PPE Activity	
Refine State and Local Organizing Efforts	Mar. - Apr.
Fund Raising Activities	
Additional Fund Raising Activities for MEA-PAC	Jan. 28-29
- Captive Audience Collections - Local/State Receptions	
Train Professional Staff	
Professional Negotiations Workshop	Jan. 29-30

Activity	Timeline
Election Campaign Activities	
General Election Day	Nov. 2
Evaluate Election '82	After Nov. 2

Uniserv Responsibility for PPE

Activity	Timeline
Educate Membership (MEA & MESPA)	
Provide assistance to Board of Directors Region Mtgs. with local leaders and local leaders meetings with members	Feb. and continuing
Summer Leadership Conference	Aug. 2-6
- Review PPE Activity	
- Refine State and Local Organizing Effort	
Fund Raising Activities	Jan. and Continuing
- Initiate MEA/MESPA Fundraiser for NEA-PAC Statewide Giveaway	

Activity	Timeline
- Additional Fund Raising Activities Captive audience collections Direct Mail Contribution Campaign Local/State Receptions	Jan. & Continuing
Training Professional Staff	Jan. - Continuing
- Participants	
- Resource input	
Recruitment of Volunteers for Action	Feb. & Continuing
- Organize (refer to working draft #4 for specific activities)	
- Coordinate	
- Identify volunteers	
Political Action for PPE	
Targeted Lobbying of Legislature	Feb. - June
- organize and coordinate contact teams	
- organize and coordinate local EA Presidents	
- organize and coordinate member leaders	

Activity	Timeline
- support joint activity with other state organizations	
Election Campaign Activities	
Organize Local S&E Committees	Feb.
Coordinate S&E interviews	Feb. - June
General Election Day-Get Out the Vote	Nov.

PLAINTIFFS' TRIAL EXHIBIT 168
MEMORANDUM FROM MEA MEMBERSHIP SERVICES DEPARTMENT TO MEA BOARD OF DIRECTORS, LOCAL ASSOCIATION PRESIDENTS & UNISERV DIRECTORS
FEBRUARY 19, 1982
[Offered & admitted Jan. 14, 1986]

[MEA logo omitted in printing]

MEMO

To: MEA Board of Directors, Local Association Presidents, UniServ Directors

From: Membership Services Department

Date: February 19, 1982

Re: Preserve Public Education - Posters and Ads

Enclosed, you will find copies of each of the following posters:

Number	Title
1	Practically every decision affecting education is a political decision
2	Reading, writing, and freedom
3	Declaration of Independents
4	Debbie really wants to take that course

Poster #1 is designed for use internally, particularly in school building lounges as we seek to increase NEA-PAC and MEA-PAC enrollments and contributions.

Posters #2, #3 and #4 are designed to be used in the community. We suggest that you contact the various businesses in your area and ask them to display a poster (or all of the posters over the period of the next several months) in their business establishment.

Some of the businesses which you may want to contact in this regard, include: banks, barber shops/beauty parlors, drug stores, motels/hotels (particularly those where service clubs meet regularly) realtors, Chamber of Commerce, shoe stores, donut/-coffee shops, theatres, supermarkets, malls, hardware stores, gift shops, fast food establishments (i.e., McDonald's, Burger King), department stores and party stores (i.e., 7-11, Mini-Mart).

Posters may be ordered from the MEA Membership Services Department by calling: 800-292-1934.

Since quantities are limited, orders will be filled on a first call/first served basis. All posters will be shipped unfolded to enhance their display appearance.

Also enclosed are ad slicks in 4 different sizes (1 set for each of the posters described above) for use in local association newsletters, community newsletters, flyers and for advertisements in local newspapers.

The ads may be used, as is, or personalized by making a few minor copy changes to identify your local association.

[Enclosures omitted in printing]

PLAINTIFFS' TRIAL EXHIBIT 197
MEMORANDUM FROM MEA GOVERNMENT AFFAIRS DEPARTMENT, CHARLES ALEXANDER, KEN MacGREGOR & PAT DOLAN, TO PAC CHAIRPERSONS & UNISERV DIRECTORS
DECEMBER 8, 1981
[Offered & admitted Apr. 22, 1986]

[MEA Job Request form & logo omitted in printing]

MEMO

To: PAC Chairpersons and UNISERV Directors

From: Charles Alexander, Ken MacGregor, Pat Dolan

Date: December 8, 1981

Re: Formulation and Training of Screening and Endorsement (S&E) Committees.

1. Please form S&E Committees for House, Senate and Congressional Districts.

2. One person from each S&E Committee, preferably the chairperson, should attend the MEA Legislation/Political Action Conference, February 4, 5, and 6, 1982, for appropriate training. MEA will reimburse lodging, meals, and conference fees for this person.

The February Legislation/Political Action Conference will serve as the Kick-off for MEA's Election '82 Screening and Endorsement Process. We are asking that S&E Committees be designated and a person identified to attend training sessions at the February 4-5-6 Conference.

While reapportionment may result in eventual changes for some of our S&E Committees, we believe that these will be minimal and that we need to become involved in numerous campaigns early in this election year---we cannot wait for the reapportionment process to be completed before we get going.

MEA-PAC Policies establish the following prerequisites for the formation of S&E Committees:

1. Each Coordinating Council PAC totally, or partially within a Legislative or Congressional District is entitled to participate in the S&E process for that District.

2. Each participating PAC has an equal voice in determining the composition of the S&E Committee as well as its procedures.

3. A PAC may choose not to participate in the S&E Process.

4. A committee of from seven (7) to nine (9) is suggested.

Enclosed is a form to enroll a designee for each legislative or congressional district S&E Committee in the February 4-5-6 Legislative/Political Action Conference to be held at the Flint Hyatt Regency Hotel.

Sessions of interest to Screening and Endorsement persons will begin at 8:30 a.m. Friday, February 5, and continue through noon on Saturday, February 6. MEA will reimburse lodging on a double occupancy basis for Friday night as well as conference fees and meals for Friday and Saturday. Be sure to return the form to MEA Government Affairs by January 22, 1982. Each person is responsible for making their own lodging arrangements at the Conference.

Contact Ellen Champion if you have questions.

MEA Department of Government Affairs
12/8

cc: MEA Board of Directors
MEA Staff

[Enrollment form omitted in printing]

COORDINATING COUNCIL PAC

AD HOC SCREENING
AND ENDORSEMENT COMMITTEES

(For referral purposes throughout this booklet, the above Committee will be referred to as the "S&E" Committee.)

The "S&E" Committee has a specific charge - to examine and evaluate the current offices, incumbents, and candidates and determine whom to recommend as endorsed to the teachers and other citizens interested in education in that area as the person(s) most qualified. To determine which candidates are most apt to protect, maintain and support a strong public school system for the citizens of Michigan and the candidates most likely to support a strong teaching profession. It is a serious and important task regardless of the office - a local school board candidate, a candidate for the State House or Senate or a Congressperson.

WHEN TO START

Not later than April 15 of the even numbered years, each Coordinating Council PAC assigned a Michigan House of Representative's seat shall assume the administrative responsibility for scheduling a joint PAC meeting of all PACs whose teacher membership is contained wholly or partially within the legislative district for the purpose of establishing the House "S&E" Committee. (These procedures should also be followed in selecting and endorsing candidates for Michigan Senate seats.)

The following items should be placed on the agenda of the meeting for discussion and agreement:

That:

A. The "S&E" Committee, as the recognized Committee, has full authority to determine endorsement or non-endorsement of candidate.

B. PACs whose Coordinating Council membership is contained either wholly or partially within a "House" district have equal representation and share equally in the full endorsing process.

C. PACs recommend to MEA-PAC the contribution of not more than the maximum contribution limitation for endorsed candidates for State Legislature.[1]

D. PACs encourage individual voluntary teacher support of endorsed candidates.

E. Coordinating Council PACs communicate their endorsement of a candidate for State House and Senate exclusively to their teacher membership.

Each PAC, in caucus at this first joint meeting, should select from among its member delegates, representatives to serve on the House "S&E" Committee. Members of S & E Committees shall not be current members of the campaign staff of a candidate who is being considered by the "S&E" Committee. The size of the committee can vary depending on the number of PACs within the district. In order to assure adequate representation without overloading the committee, seven to nine members are adequate.

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[1]Coordinating Council PACs may recommend to MEA-PAC a contribution of up to $4,500.00 in a single election to an endorsed candidate for State Senate and up to $2,500.00 in a single election to an endorsed candidate for the office of State Representative.

After the members to the "S&E" Committee have been selected, they should meet together, immediately following the general meeting, and select a chairperson and secretary. The next step would be to examine the political demographics of the district, i.e., estimated number of registered voters, number of precincts, total votes cast in the last election, number of teachers residing in the district, voting records of the incumbent and determine as to whether the district is "safe" or "swing".

It is understood that no Coordinating Council PACs will make any direct cash or in-kind contributions to candidates for the offices of State Senator and State Representative. This does not preclude, however, individuals from privately volunteering services to candidate committees or from contributing the maximum contribution to candidates for State House ($250.00) and State Senate ($450.00) as long as PAC funds are not utilized.

It is recommended that following the election of the endorsed candidate the S & E Committee shall serve as a continuous liaison with the candidate so as to enhance communications, lobbying and performance.

Adopted by MEA-PAC Council May, 1977

#

PROPOSAL RE: WOMEN/MINORITIES

...that the MEA-PAC Council Screening and Endorsing Committee shall question all screened candidates on voting records and/or campaign statements as they relate to the NEA and MEA resolutions on third world and women's concerns to ascertain whether or not such candidates' positions are consistent with NEA and MEA positions.

Adopted by MEA-PAC Council May, 1979

PLAINTIFFS' TRIAL EXHIBIT 529
MEMORANDUM FROM KAI ERICKSON TO MORRIS ANDREWS, WEA EXECUTIVE SECRETARY, & ATTACHED SUMMARY OF EDUCATION ASSOCIATION SERVICES TO MEMBERS, "BACKGROUND OF SERVICES"
JANUARY 4, 1975
[Offered & admitted Jan. 13, 1986]

[MEA logo omitted in printing]

PUBLIC AFFAIRS
MEMO

To: Morris Andrews, WEA Executive Secretary

From: Kai Erickson - Michigan

Date: January 4, 1975

Re: Organization of Services - UniServ

Mr. Ray Randels, MEA Associate Executive Secretary for UniServ - Michigan, requested I participate for him in a WEA program on the subject of services to teacher members. Specifically, he indicated his belief that it would be desirable to discuss why changes are needed in the NEA program of UniServ services to our respective members to improve these services.

Further discussion with Mr. Randels of this assignment led him to state that in his opinion the current NEA UniServ program needed revision. He suggested the most effective way to change this highly political program to better meet teacher needs might be through a series of experimental pilot programs - each for a specific period and with planned evaluation of the experimental program. Mr. Randels also indicated his belief that such experimental programs would better meet the service needs of teacher members because they could be individually adapted to the

peculiar needs of a state, a region or a geographic area and meet the increasing technical expertise required.

On the assumption that the UniServ program has received considerable publicity and heavy promotion while little discussion has appeared on several of the problems this program has revealed, I have attempted to identify several of those problems and suggest a modified way to service teacher members in the attached materials.

F/417/h

[MEA logo omitted in printing]

EDUCATION ASSOCIATION SERVICES TO MEMBERS

Madison, Wisconsin
January 4, 1975
Kai L. Erickson - Michigan

Background of Services

Most education associations have been in existence for over 100 years. Over that period of time their general purposes have not changed to any marked degree until the advent of collective bargaining. Now education associations refer to their past as consisting of two historical periods - Pre C.B. and Post C.B. (C.B. - collective bargaining).

With the acquisition of collective bargaining rights (and accompanying responsibilities) we are now in the process of attempting to develop the best manner by which we can provide high quality services to our respective members who, at this time, are principally teachers.

Prior to collective bargaining major education associations' services consisted of those typical of most common interest groups, i.e., communication between and among members,

representation before the legislature, and some public relation activities, both internally to promote membership and externally to project the members' goals. Lobbying, research, a journal or newspaper along with traditional annual state or regional conferences were both adequate and sufficient within the context of members' objectives Pre C.B. General goals were (1) to improve education (lobbying); (2) improve professional skills of members (conferences); and (3) improve welfare of teaching (lobbying and some research to help local teachers clubs plead for improved policies and benefits). All such services could be best provided from a central agency and required a strong and influential state organization. Direct consulting services to members came directly from state organization field representation in resolving individual dismissal cases, helping on millage elections and related affairs.

Collective bargaining arrived on the scene in the the middle and late '60's and had a dramatic effect on education associations. Membership previously had consisted of the total profession - teachers, principals, superintendents and higher education faculty in colleges of education. It has changed nearly overnight to now include only classroom teachers. Collective bargaining also created a legal and binding relationship between the local teachers' club and the local board of education. The local teachers' club was assigned the legal and binding responsibility to represent its members' interests in all wages, hours and working conditions. The state education associations immediately began intensive training of their local teacher leaders in the process of collective bargaining and grievance procedures - both concepts totally foreign and new to the education vocation. The state association, where bargaining had arrived, assisted each of its local affiliated units to enter into an exclusive contract between the local board of education and the local association. This has reduced the ability of the state to protect its members' needs because by law that responsibility now rests with the local association - good or bad, weak or strong.

At that point, NEA, in 1970 adopted a nation-wide program titled UniServ which provided a $7,500 subsidy to local groups of

teachers if they would raise sufficient dues to employ a professional person, a secretary and establish an office in the geographic area of the members served. Because NEA wished to strengthen local associations, conditions to participate required that for all practical purposes, the person be employed, supervised and evaluated by the local teachers being served.

This person was to provide a number of services to the members of the area who, as full-time teachers, were too busy to handle. NEA spent large sums of money to train this new super employee called a UniServ man/woman to be a person for all seasons - a skillful negotiator, trained arbitration advocate, community relations specialist, organization specialist, knowledgeable in state laws on education and federal law regarding teacher rights, a school finance expert, a political activist, a researcher and to possess a host of other accompanying skills, aptitudes, and abilities.

The national program adopted from an urban service program, started in large urban and suburban school districts, was then made available in that basic form to all teachers everywhere in the nation. Hawaii with one statewide school system, Utah with forty school districts, Illinois with 1,200 overlapping elementary and secondary school systems, New Jersey where 85,000 members live within two hours' drive of eacl. other, Idaho with its mountain ranges, and Nevada with its deserts. States which had traditional trade union bargaining laws - states that had hybrid meet and confer laws, and states where no rights were recognized for teachers.

Since a UniServ employee is equivalent to an elementary county school teacher that is a generalist - few efforts are made to employ attorneys, arbitrators, researchers, management specialists, political scientists or public relations personnel. The services are provided by former local teacher presidents or negotiators who, by professional trainir.g, were history, science, math and driver education instructors.

In each state where collective bargaining exists, UniServ personnel originally employed were basically negotiators since that was the highest priority in the education association then and still must be in a number of emerging states while processing of grievances became the second highest priority. Now we must examine the possibility that area-wide bargaining is the next logical extension from thousands of small school contracts. Many school districts are smaller than a medium-sized junior high building in an average-sized town. After the first rush of bargaining takes place, a degree of stability occurs under two and three year contracts, and aside from some legitimate grievance processing and perhaps some more just to keep busy, the employee now needs specialized diverse skills, aptitudes or abilities for the longer puli - public relations activities, political power development, perhaps even providing some inservice programs to help teachers become better teachers although the current term "advocate" certainly doesn't imply that activity.

At this point perhaps it would be helpful to step back and examine just what services the teaching occupation/profession actually requires in order to best maintain its ability to perform the teaching function, to best protect the professional and occupational interests and to be able to best maintain and improve their welfare regarding wages.

I believe American teachers or teachers of any nation need these services (they are not listed in any order of priority):

- Professional management of their resources - employees
- Good political leadership - democratically elected by secret ballot
- Competent legal services - advocates in the courts
- Skilled legislative representation - advocates in the legislatures

- Effective publications - journalism for internal cohesion
- Competent research - knowledge is power
- Various special function consultants - negotiations, grievance processing, P.R. specialists, troubleshooters, organizers, etc.

[Rest of exhibit omitted in printing]

EXCERPTS FROM PLAINTIFFS' TRIAL EXHIBIT 594
CONTENT ANALYSIS OF THE
MEA'S *TEACHER'S VOICE*, VOLUME 59
[offered & admitted Jan. 8, 1986]

CONTENT ANALYSIS:

THE MICHIGAN EDUCATION ASSOCIATION'S TEACHER'S VOICE

VOLUME 59 (Sept. 7, 1981--Aug. 16, 1982)

E. Scott Royce

December 16, 1984

[holographic notation[2]:]
CP Ex. 63
1-22-85

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[2]The notation "N.C." which appears in the "Col. In." column at various points throughout this exhibit also was holographic in the original. Other holographic marks which were not explained in the testimony were omitted in printing.

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COLLECTIVE BARGAINING -- GENERAL

Issue	Page	Material	Col. In.
9/7/81	1	"...and the Reality" -- deals with bargaining problems in Wayne County	40
	2	"Hmmm!", "It's a Long Struggle for Bargaining Integrity" (part), "2 Years: Labor Peace, Bargaining, No Pact" (part), "'Nuff Said" -- articles, photo items re Wayne County bargaining	43
	3	"Strikes, Unsettleds" (part) -- notes many districts resumed school without contracts	1½
	9	"Winning Smiles," "Contract Halts Unilateral Action" -- grievance report	30
	12	"Unsettled Units" -- list	21
	16	"The Hope..." -- photo related to p. 1 story	22½
9/28/81	6	"About Five Months Ago, the Nightmare Started..." -- grievance litigation report	44
	7	continuation of p. 6 article	14½
	7	"They're Lining Up to Join MESPA" (part) -- notes its bargaining work	1½

10/12/81	3	"Few Strikes, Many Unsettleds" (part) -- negotiation problems update	8
	4	"It's Millage for Total Program" (part) -- notes bargaining problems	4½
	12	"Many Unsettleds" -- continuation of p. 3 story	4
10/26/81	4	"W. Va. School Support Staff Win $1.3 Million in Back Pay" -- details	6
	12	"Sharing the Same Job" -- plug for article in 11/16/81 issue	9
11/16/81	3	"Finances, Other Issues Confront RA Delegates" (part) -- notes RA reaffirmation of importance of bargaining work	2
	5	continuation of p. 3 article (part)	½
	8	"Bargaining Workshop for Minorities, Women" -- details	5
	10	"MEA Platform, Resolutions" (part) -- MEA positions on miscellaneous contract-related matters	9
	11	continuation from p. 10 (part)	9
	13	continuation of p. 10 material (part)	6½
	14	continuation of p. 10 material (part)	27½
	16	"Job Shared--to Everyone's Benefit" -- discusses special contract arrangement	35

11/30/81	5	"Statewide Bargaining Workshop Geared for Local Presidents" -- details	3
	5	"By Edith Swanson" -- discusses year's bargaining activity	20
	7	"Preservation of Public Education" (part) -- notes past and future MEA bargaining plans	9
	12	"'Thanks to MESPA and a Fair Judge'" -- grievance litigation report	10½
12/14/81	2	"Non-Stop Bargaining for Coloma" -- update on unsettled districts	10
1/11/82	3	"MEA-Backed Pregnancy Right Advances" -- report on grievance-type case	4½
	4	"Readers' Opinion" (part) -- letter criticizing MEA grievance action, reply	9½
	11	continuation of p. 3 article	4
3/8/82	1	"A MABO Spells 'Progress'" -- re multi-association bargaining	10½
	2	continuation of p. 1 article (part)	14½
	5	"Yeshiva-Type Decision Favors High Ed Faculty," "While Kendall Faculty Awaits Ruling" -- re cases filed to uphold bargaining rights	19½
	6	"FEA Teachers' Top Priority is Job Security" -- notes contractual work by local union to ease layoff problem	20

3/8/82	7	continuation of p. 6 story (part)	11
	9	"Back to the Bargaining Table (Again) for Wyandotte Teachers" -- details	5
	12	"Showdown at Adrian College" -- report on another bargaining case similar to those noted on p. 5 of this issue	27½
3/22/82	2	"Agreement with Ford: Reciprocity" -- notes importance to education bargaining of proper understanding of Ford-UAW settlement	12
	2	"Flint, Teachers Take New Approach" (part) -- bargaining	10
	5	continuation of "Agreement" story from p. 1	20
4/5/82	5	"By Keith Geiger" -- column re bargaining goals, lessons of auto industry bargaining	20
	8	"1982 Bargaining" -- photo story re local bargaining convention to set goals	8
4/19/82	2	"By Edith Swanson" -- column notes need for bargaining "reasonable contractual protections for our jobs"	20
	4	"Dealing with Comparisons Between Teachers, Auto Workers" -- attempt to counter "'concession hysteria'"	8
5/3/82	2	"MESPAs, EAs Form One Council" (part) -- discusses bargaining activity in UniServ 14B/14C areas	4

5/3/82	6	"It's Taken Time--but Ferndale Has a Good Thing Going" (part) -- notes local waived contract provisions to help implement school integration scheme	1
	7	continuation from p. 7	1½
5/17/82	3	"Reopen Contract? Stop! Check Board Policy" -- re new requirement for specific MEA authorization to reopen contracts	12½
	5	"Lansing Schools EA Goes for Alternatives to Layoff" -- discusses job security contract provisions, problems	36
	12	"Supply-Demand Report: Finding Positions Will Remain a Challenge" (part) -- notes surplus of teachers, suggests bargaining work part of solution to the problem	13½
	14	"MEA Delegates Act on Many Business Items" (part) -- notes RA action re office of negotiations	½
6/14/82	2	"Act of Labor" -- photo story on MEA staff meeting held to prepare for bargaining	6
	5	"MEA Completes Staff Reductions" (part) -- notes creation of MEA office of research and bargaining	½
	5	"Input Needed on NEA Resolutions" (part) -- notes one resolution submitted deals with fringe benefits	½

7/19/82	7	"Kalamazoo City, County Teachers Are Unified" (part) -- notes bargaining background, implications	6
	8	"Putting 'Snap' In Bargaining" -- notes MEA bargaining aid to MESPA	4½
	11	"Incoming MESPA Group Wins Decision" -- re MERC ruling in bargaining case	10½
	12	"Full Jury Awards MEA-Backed Teacher $321,000 in Damages" (part) -- discusses MEA-backed grievance case	4
	12	"EA Faculty Achieves Gains, Helps College in Contract Opener" -- re bargaining at Saginaw State College	18
8/16/82	3	"MEA on Reopeners: It's Mostly 'Wait and See'"-- re MEA policy	20
	3	"Slow Bargaining This Summer; Geiger on Panel" -- bargaining report, report on creation of state council to improve communication in bargaining disputes	3½
	4	"Readers' Opinion" -- letter questions local union's contractual representation of some members	10
	6	"Leadership Conference for MEA, MESPA Local Leaders" (part) -- notes grievance work session conducted	6
TOTAL			779

COLLECTIVE BARGAINING -- FERRIS STATE

Issue	Page	Material	Col. In
There was no discussion of collective bargaining at Ferris State in the issues of Teacher's Voice examined.			
TOTAL			0

LOBBYING

Issue	Page	Material	Col. In
9/7/81	3	"Commission to Study School Quality" -- notes appointment of federal body, urges members to participate in its hearings	9½
	3	"Work Ahead of You, MEA" -- emphasizes need for lobbying "for public dollars"	8
	4	"...Is That What Poll Really Shows?" (part) -- notes NEA opposition to tuition tax credits	2 N.C.
	9	"Concern About Having Juveniles in Jails" -- notes MEA support for "juvenile code revision"	5 N.C.
	10	"Money Problems Await Legislature Sept. 15" -- details, MEA position re property tax relief	8

9/7/81	14	"The Chickens Are Starting to Come Home to Roost" -- criticism of Reagan administration budget/tax policy	14
	16	"It's For All of Us" -- plug for labor protest against Reagan budget policy	10½
9/28/81	1	"Solid on Solidarity Day" -- report on protest against Reagan budget policies	38
	1	"That's Incredible!" -- criticizes Michigan governor's budget plan	3
	4	"MEA Calls Milliken Proposal 'Incredible' " (part) -- attack on state budget proposal	18½
	5	"Ask Legislator About Cuts," "Retiree Bill Introduced in House" -- state legislation report, plug for lobbying	9½
	9	"80,000 MEA Members Needed at Solidarity Day" -- MEA president's comments on protest against Reagan policies	24
10/12/81	1	"60% of Michigan's Citizens" -- results from poll commissioned to help in MEA opposition to state legislation	40
	2	continuation of coverage of poll from p. 1	31
	3	"School Community Unites to Battle Education Cuts" -- discusses lobbying re state budget	25½
	12	"School Community Unites" -- photo story re MEA position on state budget	12½

10/12/81	12	"Watch Out" -- plug for material on p. 2	2½
10/26/81	1	"It's Time to Face Realities" -- deals with state tax relief legislation issue	42
	2	"The Word Goes Out" -- photo story on MEA poll results opposing tax relief legislation	20
	2	"Bill Halts Retiree Rollback" -- notes MEA support for state legislation	5
	2	"Summer Taxes--a Costly Headache" -- plug for state legislation	8
	3	"Now State Faces $270 Million Deficit" (part) -- details, slap at Reagan administration budget	6½
	4	"By Beverly Wolkow" -- notes MEA opposition to tax relief legislation	16
	4	"Readers' Opinion" -- letter supports lobbying for retirement-related legislation	6
	5	"Updating Voc Ed" -- notes upcoming hearings	4
11/16/81	3	"Finances, Other Issues Confront RA Delegates" (part) -- notes action on motions related to legislative measures	2½
	3	"MEA States Concern on Receiverships" -- notes union's attempt to lobby for state policy shift	8

11/16/81	5	continuation of "Finances" article from p. 3	2½
	10	"MEA Platform, Resolutions" (part) -- MEA positions re miscellaneous state legislative measures	15½
	11	continuation from p. 10 (part)	4
	12	continuation from p. 11 (part)	14
	13	continuation from p. 12 (part)	24½
	14	continuation from p. 13 (part)	7½
	15	continuation from p. 14 (part)	8½
11/30/81	2	"Political Action/Legislation Combines in MEA Workshop" (part) -- details	2½ N.C.
	3	"Blues Really Sock It to Retirees," "Bill Would End Blues Monopoly" -- promotes state legislative proposal	30
12/14/81	1	"One Bright Spot--Our Commitment" -- statement re state legislative plans	7
	4	"Bill Would Generate $90 Million for Retirement" -- discusses "MEA-backed bill"	5
1/11/82	2	"Legislation, Political Action Workshop Feb. 4-6" (part) -- details, registration form	5½ N.C.
	3	"Is Pension Fund Part of State 'Balancing' Act?" -- details	16

1/11/82	5	"Schools in Reagan's Shooting Gallery" -- criticizes Reagan, New Right legislative proposals	44
	11	"Voc-ed Hearing in Lansing Feb. 24" -- details	2½
	14	"Readers' Opinion--Retirement Benefits" (part) -- letter re MEA-backed state legislation	7
	14	"Tax Revenue Growth--Michigan Nears Bottom" -- discusses tax, spending matters	16
	16	"NEA Girds for Education Dept. Battle" -- details	16
1/25/82	1	"On the Outside..." -- notes union's opposition to tuition tax credits	16 N.C.
	2	"ERA Struggles to Win Only Three More States" (part) -- notes union's efforts to win state legislatures' ratification	13½ N.C.
	2	"Creationism Advocates Vow to Continue Fight" (part) -- notes NEA and MEA oppose "creationism" legislation, regulations	8½ N.C.
	3	"Restore State Funding, Says MEA" (part) -- notes policy re public school finance	4½
	3	"Preserve Public Education" (part) -- notes MEA program "to make public education the top legislative priority"	13

1/25/82	4	"Department of Ed Talks: But...but...but..." -- notes opposition to Reagan education policies	10½
	4	"Readers' Opinion" -- letters re some members' trip to state capital, opposition to union's approach to federal role in education	16
	5	continuation of "Readers' Opinion" from p. 4	2
	5	"Private Schools Tax Break Raises Questions," "'It Amounts to Attack on Public Education'" -- criticism of Reagan administration policy	19
	5	"By Beverly Wolkow" -- column re MEA's "preserve Public Education" campaign	20
	8	"Upgrade Higher Ed, Milliken Urges" -- report on governor's program	14
2/8/82	1	"Preserve Public Education" -- photos, plug for p. 6 article	18
	3	"Save Ed. Dept., Says NSBA" -- details	3
	4	"Creative Financing is 'Taxing'" -- suggests solutions to tax problem	7
	4	"Crisis, But No 'Sputnik' Response" -- hits Reagan administration policy	6
	6	"Preserve Public Education" -- articles re alleged need to boost state education funding	44

2/8/82	7	continuation of p. 6 material	44
2/22/82	1	"Meeting Head-on the Attacks on Education" (part) -- support by NEA head for teacher lobbying	21 N.C.
	2	"Riegle's Views" (part) -- notes Senator's legislative issues comments at MEA meeting	5 N.C.
	2	"Legisl., Political Action Conference Attracts Many" (part) -- details	2 N.C.
	2	"Destroy Public Ed Seems to Be Goal" -- attack on Reagan policies	12 N.C.
	3	"Bill Would Save Schools Millions of $" -- details	5
	3	"Reagan's Impact--It Hurts Schools" -- criticism of administration policy	19
	4	"Readers' Opinion" (part) -- letter, reply re retirement benefits, legislation	10½
	7	"Geiger: Bargaining Table is the Proper Place" -- response to MCEA legislative proposal	7
	10	"More Finance Burden Forced on Higher Ed" -- discussion of governor's proposal	14
	12	"No More Cuts" -- discusses education funding	29½
3/8/82	2	"This MABO Spells 'Progress'"(part) -- photo item re Congressional letter-writing campaign	8

3/8/82	3	"[illegible] State Funds for In-Service Training, PPE Top Priority" -- MEA views on education funding legislation	25
	4	"Readers' Opinion" (part) -- letter re previous feature on education funding	6
	4	"Retirement Hearings" -- details	3
	5	"By Beverly Wolkow" -- notes need for "a strong Association" to secure legislative backing for education	18
	12	"PPE" -- plug for upcoming article on MEA's "Preserve Public Education" campaign	9
3/22/82	1	"Preserve Public Education" -- photo items re MEA's push for higher state funding	41½
	3	"MEA: Schools Will Need Still More," "Listening: MEA, Legislators," "Who Will Share How Much of Tax Hike" -- report on state spending, tax proposals	40
	4	"Readers' Opinion" (part) -- letters, replies re legislative matters	17
	6	"Eaton Rapids EA Takes First Step Toward Preserving Public Education," "Truth-in-Taxation--What Impact?" -- re MEA push for higher state funding	44
	7	continuation of material from p. 6	44
	8	continuation of p. 3 coverage	6½

3/22/82	10	"Female Retirees Could Lose in Change to Erase Bias" -- urges members to lobby for its preferred way of resolving discrimination problem	14
	10	"Retirement Board Action Stirs Effort to Restructure It" -- MEA position on state legislation	16
	12	"After Jailing of 'One of Ours'"(part) -- notes union support for voting rights act extension	6 N.C.
	12	"Help, Help" -- plug for article in next issue related to MEA campaign to increase state education funding	9
4/5/82	1	"Dwindling State Support Explains Finance Problems" -- plug for higher state funding	36
	3	"School District Deficits Reflect Hard Times" -- more re state education funding	11
	3	"Deep Ed Cuts Face Balky Congress" -- notes federal lobbying by MEA, NEA	21
	4	"Readers' Opinion" (part) -- letter re need for more state education funding, second suggesting change in state law re length of school day/year	27
	6	"Becoming No. 1 Public Need," "MEA Seeks 50% Funding" -- articles about, supporting MEA's state education funding goal	44

4/5/82	7	continuation of material from p. 6	44
	8	"Writing Campaign Aims to Abolish Ed Dept." -- update on DOE issue	11
	8	"State Passes on Special Ed Costs" -- short critique of state policy	5
	10	"Michigan Has 'Block Grant Advisory Committee'"-- notes NEA opposes this funding concept	16
	12	"Voting March Has Michigan Ties" (part) -- re union support of voting rights act extension	4½ N.C.
4/19/82	1	"Historic 'First' for MEA, Higher Ed" -- notes meeting of Ferris State union officials, others to work out ways to seek more funding for higher education	15½
	3	"MEA Starts 'Preserve Higher Education' Efforts" -- more detail re p. 1 story	26
	3	"Proposed Legislation Means Pay Cut Through Pensions," "State Fiscal Integrity Awaits Senate Action" -- additional state legislation coverage	9
	4	"Delayed State Payments Means Delayed Payday" -- plugs MEA legislative proposals, including tax hike	7
	5	continuation of "Proposed Legislation" from p. 3	7

4/19/82	8	"Candidates for NEA Director Seats" (part) -- statement by T. Smith attacking federal spending priorities	8
	8	"'Arms Race--It's Death, Not Life'" -- notes attack on Reagan policy by NEA Executive Director	2½ N.C.
	10	"State Fiscal Integrity" -- continued from p. 3	14
5/3/82	3	"MEA Protests Ed Cuts" -- details	6
	3	Income Tax Vote," "Riegle Looks at Federal Aid if Michigan Goes Bankrupt" -- state, federal legislative news	10½
	4	"Tuition Tax Credits is an Unsound Proposition," "Reagan Budget Would Mean Job Loss" -- attacks on administration policy	23
5/17/82	1	"MEA Delegates Trim Dues Increase, Staff" (part) -- notes RA actions re state legislation	1½
	2	"Proving Effective: Telling Legislators," "Preserve Public Ed Coalition-Building Moves in Shiawassee" -- re education funding lobbying	38
	3	"MEA in Last-Ditch Effort to Save State, Schools" -- notes MEA lobbying for tax hike	14
	4	"How About That!" -- photo story re meeting of governor and MEA officials	9

5/17/82	4	"Readers' Opinion" (part) -- letter endorsing Reagan budget program	3½
	12	continuation of p. 3 article	10
	12	"Supply-Demand Report: Finding Positions Will Remain a Challenge" (part) -- notes surplus of teachers, suggests legislation is part of solution	13½
	14	continuation of p. 1 article (part)	3½
6/14/82	2	"Henderson-Distinguished Winner" (part) -- notes MEA joined in legislative coalition against redlining	1½ N.C.
	3	"ERA Faces June 30 Deadline," "Timing on State Budget Crucial" -- re MEA, NEA lobbying	16 N.C.
	4	"Check Out These New NEA Resolutions" (part) -- notes NEA convention will debate resolutions re federal, state, local policy, legislation	2½
	4	"Assault on Public Education a Major Concern" (part) -- notes lobbying, legislation on agenda of NEA convention	4½
	5	continuation of "Check Out" from p. 4 (part)	4½
	5	"By Beverly Wolkow" (part) -- notes importance of lobbying to protect retirement system	6½
	8	"Good News, Bad News" (part) -- re state legislation	1

6/14/82	8	"NEA Offers Retirees a Piece of the Action" (part) -- notes new membership plan encourages participation in NEA lobbying	2½
	12	"4-Day School Week Won't Work" -- notes MEA opposition to such proposals	4
7/19/82	1	"Legislature to Resume Budget Process in Aug." -- details	5
	1	"Payless Paydays Averted in 29 Districts" (part) -- notes state funding problem, MEA lobbying work	8
	3	"NEA Delegates Take Aim at Tuition Tax Credits" (part) -- notes NEA lobbying activity, legislative stands	6½ N.C.
	4	"ERA: Final Chapter is Coming" (part) -- notes defeat of amendment despite NEA lobbying support	7½ N.C.
	5	"MEA Input Into Career In-Service for Teachers" -- notes MEA input into state board of education policymaking	9
	6	"For Now--Fate of Schools Rests on Millage" (part) -- includes plug for MEA's position on higher federal, state education spending	4
	8	"Sturgis EA Generates Letters to Legislators" & "Letters" -- lobbying against education spending cuts	19
	8	continuation of p. 3 article (part)	3

7/19/82	8	uncaptioned photo story re MEA presentation to state government forum	4
	8	"Corrected List of Commission Members" (part) -- notes newly-elected MEA Legislative Commission members	½
8/16/82	1	"Needs, Financial Problems Really Collide" -- uses example of one district's problems to push MEA position on higher state education funding	39½
	3	"Michigan Tuitions Rise as State Support Declines" -- plug for higher state education funding	5
	4	"Appeal to Voters' Practicality and Win Them" (part) -- comments re legislative strategy	2 N.C.
TOTAL			1895½

ELECTORAL POLITICS

Issue	Page	Material	Col. In.
9/7/81	3	"20 of 22 District Renew Millage" -- election reports	10½
9/28/81	4	"MEA Calls Milliken Proposal 'Incredible'" (part) -- notes MEA opposition to 1980 state ballot proposition	3½

9/28/81	12	"MEA Board Supports Energy Petition" -- endorsement of ballot proposition petition drive	7
10/12/81	4	"Seeking What's Needed" -- notes local union's support for millage increase	9
	4	"It's Millage for Total Program (part) -- details	10½
10,26/81	3	"When Will Alpena Schools Reopen?" -- notes local union work on millage election	28
	3	"Now State Faces $270 Million Deficit" (part) -- notes MEA opposition to state ballot proposition in 1980	1½
11/16/81	1	"D.C. Voters Say: No!" -- notes NEA opposition to ballot proposition in D.C.	7½ N.C.
	1	"Strenuous Efforts to Stay Open" (part) -- millage election report	8
	1	"Countdown in Pontiac" -- notes local union involvement in millage election	24
	2	"By Keith Geiger" -- urges members to become active in electoral politics	20 N.C.
	2	"School Employees Crucial" -- notes local union work in millage election	21
	4	"Readers' Opinion" (part) -- letter criticizing MEA-NEA for promoting the "views of...one political party"	10½ N.C.

11/16/81	5	"Issue Confronts RA Delegates" (part) -- notes RA action on motion re publishing a questionnaire for members on candidates & issues	1½
	15	"MEA Resolutions" (part) -- MEA position on political activity by members	4 N.C.
11/30/81	2	"Go-for-It Strategy Pays Off" -- re millage election	17
	2	"Political Action/Legislation Combines in MEA Workshop" (part) -- details	2½ N.C.
	3	"Another Rockford Millage Likely" -- details	7½
	4	"Teachers Care is the Message" (part) -- information re millage, recall elections	6
	5	"Political Action Workshops Set" -- details	3 N.C.
	5	"GOP Mixer" -- photo story re GOP Educators Caucus activity	9 N.C.
	7	"Preservation of Public Education" (part) -- emphasizes importance of MEA "political action"	15
	12	"Pontiac Coming Together" -- discusses millage election work	6
12/14/81	3	"Harrowing Struggle to Keep Schools Open" (part) -- report on millage election problems	18

12/14/81	3	"Issues" -- photo story re MEA officials at Democratic conference	6 N.C.
	4	"Readers' Opinion" -- letters responding to 11/16/81 letter noted above	12
	4	"No Way to Decide on Agency Shop" -- re local union's election defeat	10½
1/11/82	1	"Glory, Hallelujah!" -- notes role of MEA in millage election	42½
	2	continuation of p. 1 article	5
	2	"Legislation, Political Action Workshop, Feb 4-6" (part) -- details, registration form	5½ N.C.
	2	"By Keith Geiger" -- notes MEA millage election work	22
	8	"Parental Agony in Seeing Schools Go Down," "It Took All--Parents and School Employees" -- notes union involvement in millage election	44
	9	continuation of p. 8 article	44
1/25/82	2	"ERA Struggles to Win Only Three More States" (part) -- notes union's election activities	1 N.C.
	3	"Preserve Public Education" (part) -- notes MEA plans to back "legislative candidates"	½

1/25/82	6	"Alpena Waits for Court While Buses Stay Idle" -- notes that "MEA has offered expert help in winning a millage..."	8
	8	"The Abominable Snowman" -- plug for article in 2/8/82 issue re utility costs initiative	9
2/8/82	1	"MEA Joins Petition Drive to Halt Automatic Utility Increases" -- cartoon, list of material on the subject in this issue	22
	8	"No Utility Hikes Without Hearing," "Concerns Prompt MEA Support of Petition Drive," "17% or 50%, Customers Get It" -- material about, in support of, initiative on utility costs	44
	9	copy of the initiative petition discussed on p. 8	44
	10	continuation from p. 9	44
	11	continuation of utility issue coverage from p. 8	44
2/22/82	1	"Meeting Head-on the Attacks on Education" (part) -- NEA president notes union's election plans	21 N.C.
	2	"Riegle's Views" (part) -- notes Senatorial re-election endorsement	5 N.C.
	2	"Barb Mason Helps Draft Nominating Procedures" -- notes MEA staffer "represented NEA concerns" on Democratic Party body	9 N.C.

2/22/82	2	"Legisl., Political Action Conference Attracts Many" (part) -- details	2 N.C.
	2	"Millage" -- photo story notes MEA legislative-political conference discussed millage election strategy	9
	3	"Special Elections Provide Opportunities" -- notes MEA-PAC endorsements	9 N.C.
	6	"Prescription for School Nurses" (part) -- notes leader of MASN, affiliated with MEA, is trying to "awaken the nurses politically"	3½ N.C.
	7	"Teachers Help Save Good Board" -- notes local union involvement in recall election	7
3/8/82	4	"Readers' Opinion" (part) -- letter critical of MEA stance on utility initiative	9
	7	"FEA Teachers' Top Priority is Job Security" (part) -- notes past election work	1
	9	"MEA's 1982 NEA-PAC Give Away" -- details	10 N.C.
	9	"Workshop Message--It Takes Everyone to Pass a Millage" -- re MEA workshop on "conducting millage elections"	10
3/22/82	4	"Readers' Opinion" (part) -- part of letter plugging political activity	1

3/22/82	8	"Election Result Says to School Employees: Get to Work!" -- report on special election loss, plug for political action	9 N.C.
4/5/82	2	"Millage Workshops" -- notes MEA participation	4½
4/19/82	4	"Drive Against Automatic Utility Rate Hikes Moves" -- initiative campaign update	8
	8	"Candidates for NEA Director Seats" (part) -- plug in P. Brown statement for political action	1½ N.C.
	12	"NEA-PAC Endorses 9 Congress Members," "NEA-PAC Give-Away--Everyone Aboard!" -- Michigan endorsements, political fundraising	22 N.C.
5/3/82	1	"Blanchard Gets MEA-PAC Nod for Governor" -- details	12 N.C.
	3	continuation of p. 1 article	5 N.C.
	3	"MEA-PAC at Work" -- photo story on gubernatorial screening committee	10½ N.C.
	6	"It's Taken Time--but Ferndale Has a Good Thing Going" (part) -- notes local worked to oust school board members who opposed federal integration scheme	3
	7	"Harper Creek Wins Big" -- notes MEA role in millage election	20

5/17/82	1	"MEA Delegates Trim Dues Increase, Staff" (part) -- notes RA actions re state ballot proposal, PAC contributions	1
	2	"NEA-PAC Giveaway Winners" -- details	6 N.C.
	3	"July 1 for Michigan Caucus" (part) -- re NEA-PAC fundraising	3 N.C.
	6	"Six Essentials to Pass Millage" -- ideas for running such campaigns	44
	7	continuation of p. 6 article	26½
	14	continuation of p. 1 article (part)	½
6/14/82	3	"Bucks for Blanchard" -- photo story on campaign contribution to gubernatorial candidate	10 N.C.
	4	"Assault on Public Education a Major Concern" (part) -- notes political action, fundraising on NEA's convention agenda	3
	5	"Input Needed on NEA Resolutions" (part) -- notes one urges support for unions's PACs	1 N.C.
	5	"By Beverly Wolkow" (part) -- notes importance of political action to protect retirement system	6½ N.C.

6/14/82	8	"NEA Offers Retirees a Piece of the Action" (part) -- notes new membership plan encourages retirees to aid NEA-PAC	2½ N.C.
	10	"Wicker Predicts Series of One-Term Presidents" -- speech on political matters to MEA function	9 N.C.
	12	"Utility Rate Proposal Headed for Nov. Ballot" -- update on initiative	17
7/19/82	1	"Vote" -- plug for endorsement-related materials in this issue	5½ N.C.
	1	"Payless Paydays Averted in 29 Districts" (part), "Millages Critical to Opening of 33 School Districts," uncaptioned photo story -- millage election situation, MEA participation in "millage workshops"	20
	2	"By Keith Geiger" -- gubernatorial endorsement	18 N.C.
	2	"Voting in Primary; Endorsements," "Endorsements for Legislature, Congress Races" -- urges members to vote for MEA-PAC choices	22½ N.C.
	3	"Education, Economic Vitality--Blanchard!", "Volunteer to Help Blanchard, Enjoy Yourself," "PAC Giveaway Nets $100,000" -- more coverage of the primary, fundraising	29 N.C.

7/19/82	3	"NEA Delegates Take Aim at Tuition Tax Credits" (part) -- notes NEA plans for a "voter registration and get-out-the-vote" campaign 'in this year's congressional elections"	1 N.C.
	4	"ERA: Final Chapter is Coming" (part) -- notes plans to oppose re-election of ERA opponents	2½ N.C.
	4	"Readers' Opinion" (part) -- two letters questioning MEA-PAC gubernatorial endorsement	12½ N.C.
	6	"For Now--Fate of Schools Rests on Millage" (part) -- comments re millage elections, strategies	40
	7	"Kalamazoo City, County Teachers Are Unified" (part) -- includes mention of PAC work	1 N.C.
	8	"PPE" -- photo story re PAC fund-raising	6 N.C.
8/16/82	4	"Appeal to Voters' Practicality and Win Them" (part), "About Alan J. Baron" -- speech on winning elections, background material on speaker	18 N.C.
	6	"August Critical for Renewals" -- millage update	3½
	6	"Leadership Conference for MEA, MESPA Local Leaders" (part) -- notes speech discussed on p. 4 above	3 N.C.
	8	"Winner" -- notes MEA-backed candidate won gubernatorial primary	4 N.C.

TOTAL 1167

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PUBLIC RELATIONS

Issue	Page	Material	Col. In.
9/7/81	3	"Help" -- photo story re MEA "public relations workshop"	2½
10/12/81	2	"Mark Jan. 17" -- re NEA-declared "National Day of Conscience for Public Education"	4
	12	"Hear Us!" -- photo story on meeting to explain union's position to the public	7
11/16/81	5	"Awards to Local EA PR Efforts" -- details	3½
	15	"MEA Resolutions" (part) -- MEA position on community p.r. work	2
11/30/81	1	"Talking with the People...and Not Just the Parents" -- discusses one local's community propaganda activities	40
	2	"Fitzgerald -- Extra Effort Needed" -- notes local's community p.r. work	22
	4	"Teachers Care is the Message" (part) -- union p.r. work in one district	6

11/30/81	6	"Help Our Schools Out" -- plugs members' participation in state's education p.r. operation	44
	7	continuation from p. 6	20
	12	"Cadillac EA Floats a Big Winner" -- re local union's p.r. work	16½
12/14/81	2	"'Day of Conscience' for Schools Jan. 17," "Let MEA Help You," "Freedom. Justice." -- re NEA p.r. campaign	26½
1/11/82	7	"'Marketing' of Schools in Macomb," "Reagan Budget Cuts to End Project's Funding" -- discusses p.r. campaign planned & executed by school district, union	44
	10	continuation of p. 7 coverage	32
	12	"Teachers Labor" -- re one local's p.r. activity	8
	16	"MEA Leaders on Television, Radio" -- more re NEA p.r. campaign	21
1/25/82	1	"On the Inside..." -- photo story re TV appearance of MEA official re National Day of Conscience for Public Education	20
2/8/82	3	"By Edith Swanson -- urges p.r.-type efforts	22
3/8/82	2	"Good Way to Build Community Support -- discusses p.r. work by multi-bargaining associations	16

3/8/82	9	"PR Conference Meets May 21-22" -- details re MEA gathering	3½
6/14/82	7	"'I've Been Back to School' Success in Ann Arbor" -- report on union p.r. tactic	29½
7/19/82	5	"An Idea from Charlotte Teachers for You to Try" -- recommends storefront displays	15
TOTAL			405

LITIGATION

Issue	Page	Material	Col. In.
9/7/81	10	"Benton Harbor Desegregation Starts; MEA Monitors on Behalf of Employee Concerns" -- notes MEA involvement in the case	22
11/16/81	1	"Strenuous Efforts to Stay Open" (part) -- notes MEA amicus brief in education funding suit	1
	3	"Finances, Other Issues Confront RA Delegates" (part) -- notes action on motions related to possible MEA litigation	2½
	11	"MEA Resolutions" (part) -- MEA position re court cases on teacher "control of the education process of the classroom"	1

11/30/81	10	"NEA Joins PATCO Lawsuit" -- details	12
12/14/81	3	"Harrowing Struggle to Keep Schools Open" (part) -- notes local union's intent to intervene in funding case	1½
1/11/82	3	"Court Stays Busing Order" -- notes MEA legal action in the case	16½
1/25/82	2	"ERA Struggles to Win Only Three More States" (part) -- notes NEA participation in ERA-related litigation	3½ N.C.
	2	"Creationism Advocates Vow to Continue Fight" (part) -- discusses creationism case in which Ark. Education Association was a party	4½ N.C.
4/5/82	5	"Suit Charges Sex Discrimination in Girls' Sports" -- notes MEA Women's Caucus is one of the plaintiffs	10
6/14/82	2	"MEA's Suit Makes State Pay" -- re retirement fund-related suit	3½
	5	"By Beverly Wolkow" (part) -- notes recent suit, importance of litigation to protection of retirement system	7
7/19/82	12	"Federal Jury Awards MEA-Backed Teacher $321,000 in Damages" (part) -- notes MEA aided "damage suit" by teacher	12
TOTAL			97

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ADMINISTRATIVE

Issue	Page	Material	Col. In.
9/7/81	6	"MSU Faculty Associates Files for Election" -- representation election report	12
9/28/81	7	"'They're Lining Up to Join MESPA'" (part) -- discusses the organization's work	28
	12	"Reports Are Due" -- reminder re locals' membership reports	2
10/12/81	3	"Herndon to Leave" -- NEA Executive Director's resignation announcement	3½
10/26/81	9	"Geiger Endorsed for NEA National Office" -- details	5
	12	"RA Meets Nov. 7 in Lansing" -- details	5
11/16/81	3	"Finances, Other Issues Confront RA Delegates" (part) -- describes actions re MEA budget, etc.	6
	5	continuation of p. 3 article (part) -- notes action on motion to eliminate future Fall Representative Assemblies	2
	6	"RA Supports Budget Action" -- notes RA debate re MEA budget, dues matters	15

11/16/81	8	"Membership Services Director is Appointed" -- details	7
1/11/82	4	"Readers' Opinion" (part) -- letter urging MEA to organize substitute teachers	6½
	12	"Ringstrom Heads Zone III" -- information re new UniServ director	7
1/25/82	3	"NEA Director Candidates Have April 6 Deadline" -- re filing deadline for candidacies	6
	3	"Restore State Funding, Says MEA" (part) -- notes UniServ realignment	3
2/22/82	4	"Readers' Opinion" (part) -- letter attacking the idea that non-members are entitled to the same benefits and services as members	7½
	6	"Prescription for School Nurses" (part), "MEA: Nurses Important," "Nurses Also Struggle for Identity" -- discusses MASN, which is affiliated with MEA	40½
	7	continuation of "Prescription" from p. 6 (part)	9
	8	"Survey on MEA Programs" -- results of poll of RA delegates and MEA board members re MEA goals and objectives	44
	10	continuation of "Survey" from p. 8	30

3/8/82	4	"Readers' Opinion" (part) -- letter re dues structure problems for teachers in job-sharing arrangements	7½
3/22/82	4	"Readers' Opinion" (part) -- letter urging MEA to reduce its own wasteful spending	7½
	8	"Attention NEA Delegates on Housing" -- information for NEA convention delegates	3
4/5/82	2	"MEA Board Recommends Budget" (part) -- re action on organization's budget	5
	3	"RA in 'Voice'"- re upcoming RA	3
4/19/82	1	"Coming Up: Representative Assembly" -- notes business it will consider	8½
	3	"Most Voters Oppose Cuts" -- mistitled article deals with whether released time for union work counts toward retirement	4
	7	"MESPA Assembly May 1 in Flint" -- details	14
	7	"Amendments to Constitution, Bylaws Proposed" -- list of proposals re dues, etc.	18
	7	"These New Business Items Presented to RA" -- list of proposals	12

4/19/82	8	"Candidates File for NEA Director Seats" (part) -- photos and biographies of candidates, comments by P. Brown on MESPA	23
	8	"MEA Board Proposes 2-Year Budget" -- details	9
5/3/82	1	"MESPAs, EAs Form One Council" -- re union reorganization	29
	2	continuation of p. 1 coverage	32
	2	"NEA Convention Forms Now Due" -- details	2½
	2	"RA in Next Voice" -- notes next issue will discuss RA activity	1½
5/17/82	1	"MEA Delegates Trim Dues Increase, Staff" (part) -- RA report, administrative matters	35½
	3	"Board Endorses Geiger for NEA Candidacy" & separate photo -- details	7½
	3	"July 1 for Michigan Caucus" (part) -- re caucus scheduled at NEA convention	2
	4	"Readers' Opinion" (part) -- letter endorsing candidates for MEA office	3½
	10	"Delegates Amend MEA Constitution" -- re RA's actions in this area	22½
	14	continuation of p. 1 article (part)	21½

5/17/82	14	"Announcement of Candidates for Statewide MEA Office" -- details	5
	16	"MESPA Sets Dues, Elects Officers" -- report on MESPA's RA	19½
	16	"Peggy Brown, Teasther Smith Elected Mich. NEA Directors" -- details re NEA Director, MEA commission elections	16
6/14/82	2	"Traverse Bay Intermediate Chooses MEA-NEA" -- representation election report	5½
	4	"Check Out These New NEA Resolutions" (part) -- urges input on resolutions to be debated at NEA convention	6½
	4	"Assault on Public Education a Major Concern" (part) -- notes basic details of upcoming NEA convention	1½
	5	"MEA Completes Staff Reductions" (part) -- details	7
	5	continuation of "Check Out" from p. 4 (part)	2½
	8	"NEA Offers Retirees Piece of the Action" (part) -- notes plan to offer them "benefits available to active members"	9
7/19/82	3	"Geiger to Run" -- notes MEA president running for NEA vice president	3½

7/19/82	7	"Kalamazoo City, County Teachers Are Unified" (part) -- details	37
	8	"NEA Blasts Tax Credits" (part) -- notes results of elections at NEA convention	1 N.C.
	8	"For Additional Details" -- notes NEA publication will have more details on NEA convention business	1½
	8	"Corrected List of Commission Members" (part) -- revised report on MEA RA election of commissions	4½
8/16/82	3	"MESPA Leaders Elected to Office of NEA Caucus," "Elected to MEA Executive Committee" -- details	6½
TOTAL			637½

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OTHER MATERIAL

Issue	Page	Material	Col. In.
9/7/81	3	"Lay-Offs Boost 'Average' Pay" -- discussion of salary statistics	6½
	4	"Readers' Opinion" -- letter re past article's literacy statistics, poem	9½
	4	"Higher Ratings in Four Counties" -- re state board of education poll	10½

9/7/81	4	"...Is That What Poll Really Shows?" (part) -- re poll on public education	10
	5	"Feeling That You're Doing a Great Job" -- interview with a short teacher	44
	6	continuation of p. 5 article	32
	7	"Educators Employment Liability Program" -- insurance information	44
	8	continuation of p. 7 material	44
	9	"Try Out Unit on Working Women," "Organization on Women in Ed. Admin." -- articles on teaching unit, educators' group	9
	10	cartoon	7
	10	"Teasther Smith's Technique on Videotape" -- notes on availability of tape of class	7
	12	"Energy-Saving Help Available" -- information on publication	6
	14	"Mark Your Calendar" -- meeting dates	7½
	14	"Caucus Seeks 'Man of Year' Nominees" -- details	3
9/28/81	3	"Late Pay Better Than No Pay" -- report on financial trouble in one district	12
	4	"Readers' Opinion" -- letter re past article on young teachers' ideas	8

9/28/81	5	"Readers' Opinion" (part) -- continuation of letter from p. 4	1½
	5	"MEA Help" -- photo item re p. 3 "No Pay" article	9
	5	"Mark Your Calendar" -- meeting list	4
	5	"Time to Register for Popular MEA Conference" -- re professional development gathering	6
	8	"A Thought for Solidarity Day" -- Gompers quotation	4
	12	"Self-Insurance Plan Frazzles College Faculty" -- report on one college's experience	20½
10/12/81	2	"No Transportation in 4 Districts" -- details on local cost cutting	9
	5	"Disabled Persons Week Oct. 25-31" -- details	6
		"SBE Secretary" -- information on state board of education official	2
	5	"Interest Goes Up Again on MEFSA Annuities" -- details	10½
	8	"Mark Your Calendar" -- meeting list	8
	10	cartoon	7

10/12/81	10	"UN Celebrates 36th Year," "Big Fall Art Conference," "Phys Ed, Health Meeting Nov. 12," "Workshop on Alternate Careers Nov. 1," "Urban Option Offers Energy Teaching Help," "Electric 'Lifeline' Rates for Subsistence, Conservation Go Into Effect" -- details	37
	11	"Consumer Ed" -- conference information	2
	12	"Job Listings" -- details	4½
	12	"Self-Insurance Falls Short" -- plug for upcoming critique	9
10/26/81	2	"Award Deadline Extended" -- re MEA women's award	2½
	2	"Ned Hubbell Directs SBE's 'Project Outreach'" -- discusses state board of education program	8½
	5	"Mark Your Calendar" -- meeting list	4
	5	"Schools Better" -- re NEA Reporter article	2
	5	"She's a Super Salesperson" -- re MEFSA sales operation	13
	6	"Beware the Pitfalls of Self-Insurance" -- discusses problems	44
	7	continuation of p. 6 article	44
	8	"1972 Grads Disillusioned" -- details	6

10/26/81	9	"Look Who's Playing Host" -- party for NEA leaders	16 N.C.
	9	"Labor Mediator Job Available," "Mathematics Conference," "Fire Safety Applies to All," "$30,000 for Energy Awareness" -- details	23
	12	"IPD Coming," "MEA Staffer Gets Award," "SAT Scores Firm" -- details	11
11/16/81	2	"Thompson to Manage GR Symphony" -- details	3
	3	photo item re upcoming IPD conference	1½
	4	"Cut by Reagan, Still Leading in In-Service" -- notes MEAers presentations to two education conferences	8
	5	"Issues Confront RA Delegates" (part) -- notes action on motion re study of school employees' retirement fund	1
	6	"MEA Targets Information to Unemployed Teachers," "Science Show Hits the Road," "Great Depression--No Closed Schools," "Harold Bennett Dies; Former Board Member" -- details	19
	6	Korpi Still Bargaining; Now It's with His Wife" -- re retired MEA field representative	10
	10	"MEA Platform, Resolutions" (part) -- MEA position re general educational matters	10½

11/16/81	11	continuation from p. 10 (part)	26
	12	continuation from p. 11 (part)	13
	13	continuation from p. 12 (part)	13
	14	continuation from p. 13 (part)	4
	15	continuation from p. 14 (part)	4½
	15	"Women's Caucus Honors Two," "Chance for Young Playwrights," "Mark Your Calendar" -- details	14
	16	"Big IPD Just Ahead" -- details	4½
11/30/81	3	"Swanson Will Represent NEA" -- re African teachers' gathering	2½ N.C.
	4	"Teachers Need Our Help, Says School Board Official" -- details	4
	5	continuation of p. 4 article	6
	5	"Energy Contest is Extended" -- details	3
	8	"'Aha!' is a Creative Series" -- re public TV show	5½
	12	"MEFSA Elects New Officers" -- details	6
12/14/81	1	photo feature re IPD conference	35½
	2	"Holiday Hours" -- hours for MEA-affiliated services	3½
	2	"Michigan Finalist" -- teacher of the year contest report	2

12/14/81	2	"Good News!" -- re MEFSA annuity program	2
	3	"A Thought Provoker -- comment re IPD conference	4
	4	"'Aha!' Series Gets New Name" -- update	2½
	6	"Mark Your Calendar" -- meeting list	5½
	8	continuation of p. 1 IPD conference coverage	41
1/11/82	2	"Double MEA Honors for Lansing Teacher" -- re award given at IPD conference	6
	3	"Help Offered on Workshops" -- retirement information	4
	6	"Sarah Goddard Power receives MEA's Distinguished Service Award," "Puls' Feature, 'Kathy,' in Teacher's Voice Wins National Honors," "MEA Shared-Funding Goes to 12 Local EA Professional Projects" -- details	44
	10	"Biggest Percentage of Movers Stay in Michigan" -- details	12
	11	"Computers in Learning Convention Coming Up" -- details	2
	12	"Mark Your Calendar" -- meeting list	4
	12	"Watch Reporter" -- re upcoming NEA Reporter article on investments	1½

1/11/82	14	"NEA Tax Guide Ready" -- details	3
	14	cartoon	6
1/25/82	2	"Big Type" -- photo story re copier which enlarges	13
	3	"An Award for Teachers from One Who Cared" -- re John E. Oster Memorial Fund award	14
	4	"Make Use of Law Day" -- details re 25th observance	3½
	5	"Mark Your Calendar" -- meeting list	3
	6	"Wildlife Packets Ready" -- notes availability of materials re National Wildlife Week	3½
	6	"SDE Lays Off Staff" -- details	6
	7	"Job Listings" -- details	4½
	7	"New Rules for Students" -- notes new state guidelines	6½
	8	"Retirement Benefits Depend on Locale" -- comparative figures	18
2/8/82	12	"Los Angeles Has Openings for Teachers" -- details	4½
2/22/82	3	"Counselors Invite You to Nat'l Meet" -- details	4
	3	"Now, for the Good News" -- report on student behavior in Fla.	4

2/22/82	4	"Readers' Opinion" (part) -- 2 letters, replies, re basis of comparative figures in 1/25/82 article	12
	7	"Prescription for School Nurses" (part) -- discusses their general duties, scarcity of male ones	13
	7	"March Deadline for MEA Awards" -- re 2 such awards	6
	7	"NEA Regional IPD Meeting--You're Invited" -- details	2
	9	"Job Listings" -- details	6
	12	"Tuned In" -- plug for upcoming article re radio show run by 2 teachers	8
3/8/82	1	"A Teacher-Run Radio Show Reaches Out to Parents" -- photo item	12
	5	"Regional MIP Seminars Scheduled" -- details	6½
	6	" A Radio Talk Show Aimed at Parents" -- details	24
	7	continuation of p. 6 article	32
	9	"MEA Awards and Conferences Coming Up" -- details re 2 awards, women's leadership conference	6
	9	"Women's Hall of Fame Fundraiser Set" -- details	9½
	11	"Mark Your Calendar" -- meeting list	2

3/8/82	12	"Job Listings" -- details	3½
3/22/82	4	"Readers' Opinion" (part) -- part of letter re grammatical errors in past issues	4½
	5	"Teaching Further from Home; Blame Job Market" -- miscellaneous statistics	24
	8	"Workshops on Early Childhood Education," "Conference on Working with Refugees," "Teeth Treated, Courtesy Delta," "Mark Your Calendar" -- details	13
	10	cartoon	7
	10	"Pension Funds Into Mortgage Loans; Called Good Investment" -- details	7
4/5/82	2	"Third World Conference Set April 23-25" -- details	4½ N.C.
	2	"Plan to Check Out MEA's Art Exhibit" -- details on exhibit	10½
	2	"Schools Better Than Ever Says Accreditation Vet" -- details	9
	2	"MEA Board Recommends Budget" (part) -- notes MEA financial assistance to other groups	10½
	3	"Get Those Cycles Out for Bike-to-Work Day" -- details	6
	4	"Readers' Opinion" (part) -- complaint re in-service programs	3

4/5/82	5	continuation from p. 4	9
	8	"'Say Yes to Michigan' Week in May," "'Project Find Month' 'to Meet Special Ed Needs" -- details	20
	12	"Energy-Efficient House for Sale," "Job Listings" -- details	19
	12	"Reading" -- plug for upcoming article on a reading program	9½
4/19/82	1	"Gladwin Reading Program" -- photo item plugs p. 6 story	17½
	2	"See MEA Art Show; You Have Until May 28" -- details	24
	4	"Readers' Opinion" -- letter criticizing MEFSA, reply noting it is a "self-supporting corporation"	7
	5	"Nominees for Filmdom's Oscar" -- details	21
	5	"Teacher, Family Battle to Save Historic House" -- details	16
	6	"Reading Sweeps Gladwin" -- re reading program	44
	12	"That Hat!" -- photo story re MEA women's leadership conference	8
	12	"Progressive Educators to Meet," "Job Listings" -- details	10
5/3/82	2	"Survey Shows School Support" -- re state government poll	4

5/3/82	3	"Church-State Issue Awaits Court" -- re challenge to state regulations by church-run schools	9
	4	"Three Bay City Teachers Receive NEA's Maehling Grant" -- details	4
	5	"School-Age Parents Program Saves Dollars" -- details	8
	12	"MEFSA Offers 15% IRAs," "Some Current Job Listings to Check Out" -- details	27
	12	"Being Neighbors" -- plugs forthcoming article on food co-op	9
5/17/82	4	"Readers' Opinion" (part) -- letter re in-service education	14
	5	"Crash Fatal to Bay City EA Leader," "School Employees Help Steelworkers" -- details	8
	7	"MEA Leaders: Aug. 4-6" -- re summer conference	5½
	7	"Winners, Losers in State Unisex Mortality Table" -- details	12
	8	"Neighborliness Pays Off for Lansing Junior High" -- re food co-op	44
	9	continuation of p. 8 article	44
	10	"Was It a School, Business, or ????-- History Reveals" -- re background of Johannesburg building	14

5/17/82	12	"Jobs Listed in Several States" -- details	7
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PLAINTIFFS' TRIAL EXHIBIT 604
RESUME OF STEVE H. HANKE, Ph.D.
[Offered & admitted Jan. 14, 1986]

- RESUME -

GENERAL

Name: Steve H. Hanke

Home Address: 4100 North Charles Street
Apt. 502
Baltimore, Maryland 21218
(Tel.: (301) 889-1828

Birth Date: 29 December 1942

Family: Married, Two children

EDUCATION

1964 B.S. University of Colorado
Boulder, Colorado

1969 Ph.D. University of Colorado
Boulder, Colorado

PROFESSIONAL EXPERIENCE

Academic Appointments

1966-1969 Instructor (1966-68)
Assistant Professor (1968-69)
Colorado School of Mines
Golden, Colorado

PROFESSIONAL EXPERIENCE
(Continued)

1974-1975 — Visiting Associate Professor
Graduate School of Public Policy
University of California, Berkeley
Berkeley, California

1969-Present — Assistant Professor (1969-73);
Associate Professor (1973-75);
*Professor of Applied Economics
(1975- Present)
The Johns Hopkins University
Baltimore, Maryland 21218
(on leave: 1974-75, 1979-80,
1981-1982 and 1983)

Public Sector Appointments

1976-1980 — Member
Governor's Council of Economic Advisors
Annapolis, Maryland

1981-1982 — Senior Economist
President's Council of Economic Advisers
Washington, D.C.

1984-Present — Senior Economic Advisor
Joint Economic Committee
U.S. Congress
Washington, D.C.

Private Sector Appointments

1977-1980 — Chief Economic Advisor
Binnie and Partners - Consulting Engineers
London, England

PROFESSIONAL EXPERIENCE
(Continued)

Research Appointments

1978 — Visiting Scholar
Centre de formation internationale a la gestion des ressources en eau
Sophia Antipolis, France

1979-1980 — Associate Research Scholar
International Institute for Applied Systems Analysis
Schloss Laxenburg, Austria

1981 — Distinguished Visiting Scholar
Lund Institute of Technology
University of Lund
Lund, Sweden

1983 — Senior Fellow
The Heritage Foundation
Washington, D.C.

1984-Present — Senior Fellow
Manhattan Institute for Policy Research
New York, New York

Other Professional Appointments

1975-1978 — Member
Editorial Board
Land Economics

1975-1979 — Associate Editor
Water Resources Research

PROFESSIONAL EXPERIENCE
(Continued)

1980-1982 — Economics Editor
Water Engineering and Management
(formerly *Water and Sewage Works*)

1981-1982 — Member
Editorial Board
Water Resources Bulletin

1981-Present — Member
Advisory Council
Political Economy Research Center
Bozeman, Montana

1982-Present — Member
National Advisory Board
American Land Alliance
Mountain View, California

1982-Present — Member
Advisory Board
Reason Foundation
Santa Barbara, California

1982-Present — Fellow
The Institute for Humane Studies
Palo Alto, California

1982-Present — Adjunct Scholar
The Heritage Foundation
Washington, D.C.

1982-Present — Adjunct Scholar
The CATO Institute
Washington, D.C.

PROFESSIONAL EXPERIENCE
(Continued)

1983-Present — Associate Editor
Water Resources Bulletin

1983-Present — Member
Editorial Board
The CATO Journal

1983-Present — Member
Advisory Board
Local Government Center
Santa Barbara, California

1983-Present — Member
Board of Advisors
Center for the Study of Market Alternatives
Caldwell, Idaho

1983-Present — Member
Board of Advisors
Journal of Austrian Economics

1983 — Regular Commentator
"Perspective on the Economy"
(The Manhattan Institute's nationally syndicated radio program)

1983-Present — Associate
The U.S.-Japan Study Center
School of Advanced International Studies
The Johns Hopkins University
Washington, D.C.

1984-Present — Member
Academic Advisory Board
Manhattan Institute for Policy Research
New York, New York

PROFESSIONAL EXPERIENCE
(Continued)

1984-Present Member
Advisory Board
Export Today

[Listing of publications omitted in printing]

EXCERPTS FROM
PLAINTIFFS' TRIAL EXHIBIT 612
***TEACHER'S VOICE*, VOL. 59, NOS. 1-20**
[Offered & admitted Jan. 8, 1986][3]

***TEACHER'S VOICE*, VOL. 59, NO. 4, OCTOBER 26, 1981**

[1]Teacher's Voice analysis

It's time to face realities

LANSING

Governor Milliken has backed away from what some news media has described as his version of "Reaganomics" for Michigan—a cut in property taxes.

Questions may remain about why he made the proposal in the first place. But there seems little question that his backing away had to do with looking directly at Michigan's harsh economic realities—declining revenues and escalating human service needs, both due to a crippled economy.

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[3]The entirety of *Teacher's Voice*, Vol. 59, was admitted. Only excerpted articles are here printed. The issue number and date, and original page numbers (in brackets), are indicated for each article.

About the only thing left, as one of the state's major dailies pointed out, was for the Legislature to face the economic realities too. By that it meant dropping the foolishness of fiddling with tax cut schemes and moving forward to economic redevelopment plans.

MEA announced its opposition immediately after the governor made his tax-cut proposal public and quickly found itself part of a coalition of a united school community in opposition to tax cuts that will cost public schools.

Consistent posture

For several years, now, MEA has maintained a consistent posture in opposing tax schemes or cuts that would harm public school financing. In doing so, it has had to politically beat back the onslaughts of those who demand tax cuts regardless of costs. And it had to fend off, virtually alone last spring, the nay-sayers who argued that some tax cut was absolutely essential to stop the anti-tax drive.

Now, with some facts uncovered and some realities too harsh for politicians to ignore, MEA no longer finds itself alone.

A recent economic study done under the direction of the University of Michigan has produced data that fail to support charges that Michigan's taxes are unduly burdensome and unfair. The report concluded that the state's tax structure ranks second only to Hawaii's in fairness, balance, and structure.

Property taxes in Michigan, found the report, are slightly higher than the national average, but it found "little substance to claims that property tax burdens on the state's residents have been increasing in recent years."

The study noted that Michigan voters have rejected a number of property-tax reduction plans in recent years and said that the tax slashers consist of a "small, well-organized, very vocal minority of people."

The study also found that public K-12 and higher education have been the biggest losers in the competition for state resources.

A recently completed public opinion survey commissioned by MEA found a majority of Michigan citizens are "very unlikely" to support tax cuts that would reduce funds for schools. A majority of Michigan citizens also give a "good" or "excellent" rating to their local public schools.

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[12] RA meets Nov. 7 in Lansing

LANSING

The MEA's fall Representative Assembly (RA) will open at 9 a.m. Saturday, Nov. 7, at the Lansing Civic Center.

It will consider MEA's Platform and Resolutions, which state the MEA's position on various issues, and MEA's Goals and Objectives, which determine the use of MEA resources.

Delegates will also consider several new business items having to do with coordinating council organizational structure and Uniserv ratio. Other new business items may be introduced.

The E. Dale Kennedy award will be presented to local associations recognized for outstanding public relations programs and the MEA Women's Caucus will make its "outstanding man of the year" award.

The RA will adjourn later the same day.

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Strikes to date

Districts	1st day strike	Last day strike
Sanilac ISD	9-1	9-9 T.A.
Allegan	9-1	9-3 T.A.
North Central	9-1	9-1 T.A.
Munising	9-1	9-4 T.A.
Decatur	9-2	9-18 T.A.
Huron Valley	9-8	9-18 court order
Walled Lake	9-8	9-11 T.A.
Fraser	9-8	9-10 T.A.
Madison Heights	9-8	9-18 T.A.
Chippewa Valley	9-8	9-17 court order
Royal Oak	9-11	9-21 T.A.
East Jackson	9-16	9-18 binding fact-finding
Springport	10-15	

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TEACHER'S VOICE, VOL. 59, NO. 5, NOVEMBER 16, 1981

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[3] Finances, other issues confront RA delegates

LANSING

Fall Representative Assembly delegates obviously had MEA expenses, the pocketbooks of members, and anticipated losses of members due to layoffs very much on their minds.

However, they rejected all proposals to direct certain program [insert omitted in printing] cuts or to put limits on dues increases as they met Nov. 7 in the Lansing Civic Center. (See separate article.)

(MEA will come to the end of a two-year budget next year. The RA sets the MEA budget and dues in the spring.)

Delegates established MEA goals and objectives as recommended by the MEA Board of Directors. These goals and objectives determine MEA's priorities in developing programs and the budget.

MEA's highest priorities for 1982-84 as adopted by the delegates:

"To advance the welfare of its members by continuing:

—To provide bargaining representation and contract maintenance;

Legal rights

—To protect the legal rights of its members and locals;

—To effect changes in the political climate of the state to allow favorable fiscal reform for financing public education; and

—To improve education and the profession."

Delegates also adopted MEA's platform and resolutions, which state MEA's position on various issues. (See the platform and resolutions, starting on Page 10.)

Delegates reaffirmed MEA's position on its bargaining philosophy, goals, and objectives.

Here is a summary of RA business with the exception of items relating to budget and reorganization.

Passed:

—MEA opposes House Resolution M calling for a constitutional convention to consider an amendment to ban abortion. The resolution is sponsored by Rep. T. Stopcznski (D-Detroit). Submitted by Sammy Ruetenik of the MEA Women's Caucus.

—MEA will condemn Judge Halstead's manipulation of the judicial docket and hearing assignment and ruling in prohibiting an abortion for a repeatedly raped 11-year-old Kalamazoo girl. The judge is Kalamazoo County Juvenile Court Judge Donald Halstead. Submitted by Sammy Ruetenik of the MEA Women's Caucus.

—MEA will contribute 5 cents per member to the ERA campaign. Request from the NEA approved by the MEA Board of Directors.

—MEA supports legislation to guarantee a merging of seniority in cases of school consolidations and annexation. Submitted by the Region 7 presidents.

—MEA supports a program that clearly indicates that the homestead property tax is a rebate on property tax and not on income tax. Submitted by the Region 7 presidents.

—MEA will study the feasibility of joining a suit challenging the constitutionality of the current state aid formula. Submitted by the Region 5-9-12 caucus.

Suit study

—MEA's legal staff is directed to study the possibility of a suit related to the Legislature's stated constitutional responsibility to maintain public education. Submitted by the Region 5-9-13 caucus.

—The right of any coordinating council to continue as a one-person staff coordinating council after reorganization if affirmed. Submitted by Bob Metzger of Region 9.

Defeated:

—Would have directed the MEA executive director to consider the feasibility of MEA teachers withdrawing from Social Security. Submitted by Region 8.

—Would have provided for

*Continued on Page 5

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[5]*Issues confront RA delegates

*Continued from Page 3

expiration of boycotts one year after approval unless reaffirmed by delegates. Submitted by the Region 5-9-13 caucus.

—Would have directed MEA and affiliates to seek written policies related to counseling of students facing military careers and draft registrations. Submitted by David W. Jones of the Kalamazoo Education Association.

Work life

—Would have made "quality of work life" programs a high MEA priority. Submitted by the Region 7 presidents.

—Would have supported legislation empowering local boards of education to impose millages without a vote. Submitted by the Region 7 presidents.

—Would have directed MEA to explore alternate uses of surplus classrooms and school buildings. Submitted by Richard Schultz of the Region 5-F coordinating council.

—Would have called for MEA to fund an acutarial study of the Michigan Public School Employees Retirement Fund. Submitted by John F. O'Brien of Region 10.

—Would have directed the MEA Board of Directors to make preparations for the possible elimination of the fall Reparesentative Assembly. Submitted by Clyde McQueen of Southfield.

—Would have directed *Teacher's Voice* to publish a questionnaire listing the issues and political candidates. Readers would fill out and return the questionnaires and *Teacher's Voice* would publish the results. Submitted by the Carrollton Education Association.

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TEACHER'S VOICE, VOL. 59, NO. 6, NOVEMBER 30, 1981

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[2] Political action/legislation combines in MEA workshop

EAST LANSING

MEA is combining its political action and legislation workshops into one conference.

It will be Feb. 4-6 at the Flint Hyatt-Regency.

The conference will attract MEA leaders and members from throughout Michigan to discuss issues related to MEA's legislative and political action programs.

Workshops are scheduled on the following issues: school finance, tax cuts, retirement, and student conduct. Other workshops are scheduled on running millage elections, screening and endorsing procedures for political candidates, and policy issues at the State Board of Education (SBE).

Special sessions are planned for NEA legislative contact teams and for representatives of the MEA Council of State Organizations (COSO). This council includes organizations affiliated with MEA and generally organized around education disciplines, etc.

More information is available from MEA's Government Affairs Department.

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[7]MEA's mission

Preservation of public education

EAST LANSING

The very preservation of public education has emerged as a central issue as an MEA staff task force assesses MEA members' needs of the 80s and what to do about them.

This observation is by MEA Executive Director Beverly Wolkow, who declared MEA's intention of moving aggressively to tackle today's problems faced by public school employees.

"Given Michigan's current economic problems, how do we maintain, even improve conditions for members?" is the question before the task force, said Wolkow.

Until recently the answer to that question has been relatively simple. It was, in large measure, to have experienced and skilled MEA staff at all local bargaining tables to assure that the gains sought by teachers were successfully bargained.

That has worked exceedingly well, said Wolkow, but now issues are much more complex and difficult and are related to even the survival of public education.

Redouble efforts

The staff task force, according to Wolkow, has perceived that bargaining prowess alone is no longer sufficient. Local associations and MESPAs will have to redouble and improve their efforts, with MEA help, to build a membership that understands the issues and supports actions by their local bargainers to deal with those issues.

Secondly, MEA must motivate and teach public school employees to use all the contacts they have in their communities to enhance and maintain support for local public education.

In dealing with the bargaining process itself, the staff task force is looking toward MABOs (multi-association bargaining organizations) or similar arrangements to give bargaining the strength and coordination that has become an absolute "must" in achieving local success.

These strategies related to bargaining are moving ahead now. Coming on their heels, said Wolkow, are strategies in another area of critical importance: political action.

Many races

Next year many races are coming up—for Congress, the state Legislature, and for the governorship, in addition to other local and statewide races.

"Therefore, it is absolutely crucial," said Wolkow, "for MEA-NEA to have the funds and resources to win the election of friends of education."

This means getting all public school employees—MESPA personnel as well as teachers—involved and integrating MESPA into the local PACs.

"The task force," said Wolkow, "is looking for strategies that will have the same significant impact on MEA's political action as MABOs have had on bargaining."

In January MEA staff will receive training on finding and involving volunteers in political action. The task force is seeking alternate ways of raising political funds.

MEA-NEA must have the money to permit the maximum funding allowable from public school employee PACs, for candidates who support public education.

Opponents of candidates who support public education often are wealthy or are supported with a cascade of funds from various financial interests. An example was the costly 3rd District Congressional race in 1980 in which the reelection of Howard Wolpe, a friend of education, was challenged by a millionaire. NEA-PAC provided $7,000 to help Wolpe win.

"We are having to deal quickly and now with bargaining and political action," said Wolkow. But the remainder of MEA programs—in professional development and human rights and membership and organizing—will be subject to planning so that they also will contribute to meeting the needs of MEA members in the 80s.

MEA's strength, pointed out Wolkow, remains in its total programs and services to members. MEA also has a leadership role to fulfill in assuring that public education in Michigan survives and once again thrives.

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TEACHER'S VOICE, VOL. 59, NO. 7, DECEMBER 14, 1981

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[2] **'Day of Conscience' for schools Jan. 17**

EAST LANSING

A National Day of Conscience for Public Education, sponsored by NEA to focus attention on the importance of education, is scheduled Jan. 17, 1982.

"So much of what has made this nation great is based on public education," said NEA President Willard McGuire. "But today our quality public education is threatened. That's why NEA and our 1.7 million members will be mounting a number

of activities designed to help communicate to the general public the pressing need to get involved in supporting our public schools."

Activities include news research reports on the impact of cutting education dollars at the federal level. public service announcements in the various media by key national leaders supporting public schools and full funding for education, and a national poster contest for K-8 grade students.

The decision to participate in the poster contest is up to each local EA. A participating EA will choose its own contest winner(s) and select one winning poster to send to NEA to represent its community in the national contest. Local winners must be chosen by Jan. 17 and received by the NEA by Feb. 1, 1982.

The winner and his or her teacher will be brought by the NEA to Washington at a time to be worked out in the spring. As guests of NEA, they will visit key congressional leaders and the federal education department and be interviewed for a story in an NEA national publication.

More information regarding the poster center will appear in an upcoming *NEA Now*, the NEA's newsletter to local EA leaders throughout the country.

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TEACHER'S VOICE, VOL. 59, NO. 9, JANUARY 25, 1982

[3] **Today's challenge**

Preserve Public Education

EAST LANSING

Preserve Public Education!

That's the tall order and challenge for the 1980s and you as an MEA member will be hearing a whole lot about that important concept in the months ahead. Just three little words but with serious implications:

—for the well-being of K-12, community college, and higher education programs in Michigan.

—for Michigan students who need a well-rounded education to be able to compete in an increasingly complex and competitive world.

—for state residents who recognize a good public education program is essential for everything from maintaining property values to helping Michigan climb out of its current economic slump.

Preserve Public Education, a program approved by the MEA Board of Directors, will focus and expose those areas that need change as well as explain what the MEA, as an organization, and you, as an MEA member, can do about it.

The goal is as basic as basic can get--to make public education the top legislative priority so that adequate financing is restored to K-12, community college, and higher education budgets.

List the cuts

Consider the cuts that have occurred in your own local district in the past few years—cuts in arts and science programs, transportation, building maintenance, special ed, etc.

The Preserve Public Education program requires teacher and citizen involvement—from something as simple as telling parents and other residents about the positive things that happen in schools nearly every day to actively supporting a change in the funding of the school aid formula so that the state starts to pick up its fair share of the public education tab.

The program will also involve support of legislative candidates who recognize that public education should be a top legislative priority.

To achieve results it will require the cooperative efforts of MEA staff, MEA members, and others willing to support this program. Future issues of *Teacher's Voice* will look at the needs of education from a variety of angles and show how you can contribute to its success.

It's not all uphill. Recent surveys show that 98 per cent of the public considers schools critical to the future of the United States, and 70 per cent of the populace rates schools as "C" or better. We can build on that support.

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TEACHER'S VOICE, VOL. 59, NO. 11, FEBRUARY 22, 1982

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[2] [photo omitted in printing] **Riegle's view**

Sen. Donald Riegle, teacher-endorsed candidate for re-election, declares his expectation for a turn-around from wasteful defense spending to renewed support for such important needs as public education. He was speaking to participants at MEA's legislative-political action conference.

[photo omitted in printing] **Millage**

Strategy for successfully passing millages gets close attention at MEA's legislative-political action conference, as the

photograph above indicates. This session was based on MEA's involvement and experience in the successful passage of Pontiac's millage against heavy odds.

(Teacher's Voice Photos)

Legisl., political action conf. attracts many

FLINT

Teachers and their political activity are paid attention to these days.

That was evident at MEA's recent legislative-political action conference. It attracted the attention of a number of elected office-holders as well as candidates for political office. The candidates included several who aspire to be the next governor of Michigan.

More than 350 participants—MEA leaders and teachers—attended the conference at the new Hyatt Regency hotel in downtown Flint.

The conference was planned by the MEA's Government Affairs Department. It combined the legislative conference and the political action workshop, which in past years have been separate events.

This conference, at which NEA President Willard McGuire was the banquet speaker, was designed to poise MEA teacher-leaders for the critical 1982 election.

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TEACHER'S VOICE, VOL. 59, NO. 12, MARCH 8, 1982

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[5] Yeshiva-type decision favors higher ed faculty

DENVER

The first Yeshiva-related decision is in and it favors bargaining rights for the faculty members of private institutions.

The decision, by a National Labor Relations Board (NLRB) administrative law judge, involved an NEA-affiliated bargaining unit at Loretto Heights College in Colorado.

* * * *

Two similar cases involving MEA-NEA affiliated faculty bargaining units are pending—at Adrian College and at Kendall School of Design in Grand Rapids.

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[9] Women's hall of fame fundraiser set

EAST LANSING

MEA will help sponsor a fundraiser for the Michigan Women's Hall of Fame March 12 as part of the National Women's History Week, March 7-13.

A resolution introduced by U.S. Rep. Barbara Mikullski (D-Md), passed by Congress and signed by President Ronald Reagan, proclaims the special week for women and salutes "the role of American women in history (that) has been consistently overlooked and undervalued in the body of American history."

The MEA fundraiser will be held at the Lansing Civic Center and features Maggie Kuhn of the Grey Panthers as a dinner speaker. For more information contact Gay A. Weed,

Office of Women's Concerns, MEA, Box 673, East Lansing 48823.

Educational materials, including curriculum information and posters, are available from the National Women's History Week Project, Box 3716, Santa Rosa, CA 95402.

Other materials to supplement curriculum may be obtained from the Michigan Department of Education, Office of Sex Equity, Box 30008, Lansing, MI 48909. An example is an elementary school manual with 180 vignettes of women and examples of classroom activities. It's called "They Chose Greatness: Women Who Shaped America and the World."

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TEACHER'S VOICE, VOL. 59, NO. 14, APRIL 5, 1982

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[3] **Deep ed cuts face balky Congress**

WASHINGTON

Congressional feedback indicates deep trouble for President Reagan's proposed budget.

"The mood is prevalent in Washington that for the first time since Ronald Reagan became President, there is some hope that continual cuts in education will be resisted by both parties," said MEA President Keith Geiger, one of several MEA leaders who visited the Michigan congressional delegation March 23-24 in the nation's capitol.

The Michigan group was one of 50 NEA state-affiliate delegations that converged on Capitol Hill to protest the proposed federal cuts in education. About 200 teachers, including many state association presidents, visited Senate and House members and the powerful House Budget and Rules Committee.

"I think the vast majority of legislators are not going to buy Reagan's cuts in education. I heard that loud and clear," Geiger said. The MEA leader added that recent polls reported in a Washington newspaper show the American public against the Reagan cuts by a 3-1 margin and by a 2-1 margin do not feel the Democrats are providing any alternatives.

"That shows a really frustrated public our there," Geiger said, "and the members of Congress know it."

An NEA survey estimates that the state of Michigan would lose $76.4 million in aid for crucial federal elementary and secondary education programs over a two-year period if President Reagan's proposed cuts for the 1982-83 school year are approved by Congress.

3 major programs

Three major education programs, including the highly successful compensatory education program for disadvantaged children (Title 1), would be cut dramatically from $122.2 million in the 1981-82 school year to $80.4 million in the 1983-84 school year, a cutback of $41.8 million.

Aid to handicapped children would be slashed by $11.1 million from $41.2 million to $30.2 million over the same period. Vocational and adult education programs would lose $10.7 million, a drop from $30.7 million to $19 million. (These programs are funded a year in advance and the impact of the cuts is not felt until the following year.)

Two other vital federal education programs—impact aid and rehabilitation services—face serious cuts. Impact aid, a general aid program that reinforces school districts with a high concentration of military and civilian federal employees, would decline from $6.1 million in the 1980-81 school year to $2.7 million in 1982-83,

a loss of $3.3 million. Rehabilitation services for the handicapped would be cut back by $9.6 million from $29.5 million to $20.3 million over the same period. (The full impact of the cuts in these programs begins immediately after the new fiscal year on Oct. 1.)

The NEA survey also reveals that other major education programs, including aid to college students, would suffer critical cuts totaling several billions of dollars.

NEA alternative

For example, financial aid for college students and other higher education assistance, would plummet from $6.7 billion in 1981-82 to $4.5 billion in 1983-84 a drop of $2.2 billion. The Reagan budget proposals would cut off aid to some two million college students while thousands of others would receive reduced amounts. Michigan would lose $60.9 million in student aid cuts.

Bilingual education, which was funded at $179.7 million in the 1981-82 school year, would decline to $94.5 million in 1983-84, a loss of $85.2 million.

Meanwhile, cuts in child nutrition in the current school year resulted in some three million children dropping out of the program because schools were forced to raise the price of school meals. The proposed cuts next fall would eliminate 2.3 million needy children in the summer food program and 900,000 in the school breakfast program.

What are the alternatives to the administration's budget cuts? NEA President Willard McGuire has proposed an alternate proposal aimed at reducing the budget deficit and restoring the budget cuts in education.

McGuire has called for a $44 billion savings by slowing the increase in defense spending, eliminating loopholes in corporation tax credits, reducing the individual income tax July 1 from 10 to 5 per cent, and deferring the 10 per cent income tax next year.

Five billion dollars of the savings could be plowed back into education, leaving $39 billion to reduce the deficit.

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TEACHER'S VOICE, VOL. 59, NO. 15, APRIL 19, 1982

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[1] Coming up: Representative Assembly

FLINT

The spring Representative Assembly (RA), the annual business meeting of the Association, will start at 11 a.m. Thursday, April 29, at the Flint Hyatt Regency hotel.

The RA is scheduled to end on Saturday afternoon, May 1, with the completion of business that will affect the MEA's operation for the coming two years. The May 17 *Teacher's Voice* will carry a full report on decisions at the RA.

The elected delegates representing the MEA membership will consider a two-year budget (see separate article) to fund MEA programs and services, vote on proposed constitutional and bylaw amendments (see separate listing), take up new business items (see separate listing), and elect two Michigan NEA directors. Two terms on the NEA Board are expiring. This issue of *Teacher's Voice* contains statements by and information on the candidates who are running.

The Friday evening RA session will be a joint session with the Michigan Educational Support Personnel Association (MESPA) in connection with election of Michigan NEA directors. MESPA is affiliated with NEA and as such is qualified to vote in the election of Michigan NEA directors.

As a proposed budget document and new business items indicate, delegates will be facing hard decisions as the MEA moves into an apparent time of reductions and cutbacks while needs and demands for MEA services remain high.

See pages 7 and 8 for information on the MEA Representative Assembly. An article on the MESPA Representative Assembly appears on Page 7.

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TEACHER'S VOICE, VOL. 59, NO. 17, MAY 17, 1982

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[1] MEA delegates trim dues increase, staff

FLINT

A two-year budget that will significantly cut MEA staff won approval at the spring MEA Representative Assembly meeting at the Flint Hyatt Regency.

Approved by delegates at the three-day event starting April 29 was a dues increase of $2.73 per member per month. It will set the monthly dues starting in September at $23.85 per month for [insert omitted in printing] the 10-month school-year period and remain the same through June of 1984. Of the yearly dues, $6.50 per member is reserved for the bulding, site, and maintenance fund.

Delegates went beyond the budget cuts recommended by the MEA Board of Directors when they approved a proposal that will reduce the number of Uniserv zone directors from five to three positions. The MEA Board proposal contained built-in staff and program reductions reflecting a membership loss of up to 10,000 since 1980, mostly due to teacher layoffs.

As passed by the RA, the budget will mean the elimination of four management, nine professional, and 12 support staff positions. Other cuts include elimination of funding for several task forces, staff training, ballot issues, and the Council of State Organizations (COSO). Several other proposals calling for further staff reductions were rejected.

Restored in the budget by delegates was $2,500 earmarked for Migrant Education Task Force expenses.

The RA defeated a proposal that would have eliminated the fall Representative Assembly, a MEA Board recommendation, but failed to provide the necessary funding for the one-day event. The approved budget also calls for reductions in several projects, activities, travel, contingency fund, and appropriated reserves.

Decision on TAP

In other action, the RA passed a business item that will mean no earmarking of additional monies for the Teacher Assistance Program (TAP) during the 1982-83 school year. Another item authorizes the RA to assess members if the TAP fund is depleted or in danger of being depleted.

For districts that are forced to close due to a financial crisis, MEA members will be eligible for a special basic MESSA health and medical insurance policy that may be paid up to three months upon application and approval. Funds for the special insurance will come out of the TAP fund and will not apply to job action situations.

In the higher education area, MEA will conduct a two-year percentage dues pilot project. It will allow three Michigan Association of Higher Education (MAHE) units pay a minimum of $30 for MEA-NEA dues plus 2 per cent of their annual salary up to the total maximum that would be paid with a full active MEA-NEA membership.

Delegates also passed a new business item that suggested voluntary contributions total $10 for MEA-PAC and $5 for NEA-PAC for 1983-84; an item that MEA visibly support the June 12 rally at the United Nations during the special session on disarmament; and an item that MEA support the nuclear weapons freeze ballot proposal being circulated in Michigan.

Other business

Other business items passed:

—MEA *ad hoc* committees and task forces shall function no longer than one year unless continuation is approved by the RA.

—MEA shall maintain the current level of field staff, utilizing the 1 to 900 ratio as well as sparsity and geographical factors.

—MEA shall adopt a philosophical position of professional development which recognizes that adults learn better on their own initiative.

—The Resolutions Committee shall bring to the next RA a resolution encouraging the teaching of multiple means of communication for the deaf and hard of hearing, such as American sign language, lip reading, and finger spelling.

—Recommendations of the MEA Supply-Demand Task Force are adopted. (See separate article.)

—All speakers or presenters at MEA functions, conferences, or workshops shall be informed of the MEA's official position opposing racism and sexism. Evaluation forms shall include questions about the effectiveness of the presenter in dealing with aspects of race and sex equity.

—MEA goes on record in strongly opposing the past and present practices of the Department of Mental Health and the state of Michigan in regard to the "Lapeer 105," which refers to

105 female direct-care employees of the Oakdale facility of the state mental health department "illegally laid off out of the line of seniority and solely due to their gender."

180-day year

—MEA shall oppose any reduction in the state's 180-day school year requirement through lobbying and other means.

—MEA shall oppose any intervention by the state Legislature in the collective bargaining process.

—MEA will vigorously implement the retirement improvement mandate of the 1981 spring RA by: 1) actively lobbying the Legislature for adequate funding; 2) encouraging organization of local retirement committees; 3) developing and disseminating pertinent information to these

***Continued on Page 14**

* * * *

[14]*MEA delegates act on many business items

Continued from Page 1

committees; and 4) encouraging the committees to actively lobby in their areas for retirement legislation.

—MEA shall send an official delegation to represent MEA and participate in the march from Montgomery, Ala., to Washington, D.C., in support of extension of the Voting Rights Act.

—MEA president shall send a letter to the official MEA family urging local EA officers to act before June 1, 1982, to assure local teacher participation in decision-making related to expending federal block grant funds.

—MEA supports the purchase of American-built cars and trucks.

Defeated business items:

—Would have eliminated funding of released time for the MEA vice president.

—Would have eliminated headquarters staff position—one associate executive director, two directors, and one administrative assistant.

Dues Structure

—Would have required MEA to explore a dues structure based on the median salary by zone.

—Would have prohibited any further loss of professional staff positions during the 1982-84 budget year.

—Would have required during the 1982-84 budget that the state-wide ratio of MEA managers and administrators to professional staff be adjusted to a level of no less than one manager per nine professional staff members.

—Would have required MEA to support the boycott of "Labels for Education" promoted by Campbell's soups.

—Would have made budget adjustments by reducing staff, consolidating zone offices, and reducing the appropriated reserve adjustment.

—Would have provided that RA delegates be paid the actual cost of fuel used on the mileage reimbursement.

—Would have required the spring RA to adjourn by noon on Saturday.

—Would disallow mileage or meal expenses to RA delegates living within a 20-mile radius of the assembly site.

—Would have given RA endorsement to the Campbell's/Libby's boycott which is being promoted by striking tomato workers.

—Would have disallowed any MEA-PAC monies or volunteer help to any incumbent legislator who voted against the state income tax increase.

—Would have required a ballot to be sent to every MEA member to determine if MESPA members should be given full MEA membership.

Special education

—Would have restored funding for special education and bilingual task forces and the Council of State Organizations.

—Would have required the MEA to establish a blue ribbon committee to develop goals to direct the state's educational, financial, and political future.

—Would have established a process for a reorganized coordinating council to declare its service unit status when local and state option associations are combined.

—Would have reduced the number of managers by nine positions during the next two years.

—Would have frozen all line items pertaining to cost of staff and management at the 1982-83 level for the 1983-84 budget.

—Would have clarified the process by which a local option coordinating council may petition the MEA Board to become a state option unit.

—Would have required the MEA office of negotiations to be staffed at current level.

—Would have required the MEA office of negotiations to be staffed at current level.

—Would have stipulated that if staff reductions occur during the 1982-84 budget years, the professional staff reductions shall be implemented based on an actual MEA/MESPA membership loss as shown in the official membership count.

Withdrawals:

—Would have required a two-year moratorium on further cuts in MEA/MESPA Uniserv support field staff.

—Would have required subsidies for coordinating councils and region councils to be continued at the 1981-82 level.

—Would have required RA delegates from the most distant regions to be assigned housing nearest the assembly site.

—Would have eliminated headquarter positions of one director/manager, two professional staff, and one administrative assistant.

—Would have prohibited any coordinating council from containing more than 15 bargaining units per Uniserv staff person.

—Would have put a freeze on all MEA salaries, fringe benefits, and expense allowances from 1983-84.

Referrals:

—MEA seek a revision in the Michigan special education rules adopted August, 1980 by the State Board of Education. *To the Instruction and Professional Development Commission.*

—A review of House Bill 5355 which provides that a child be five years of age by Sept. 1 to begin school. *To the Legislation Commission.*

* * * *

[2] NEA-PAC giveaway winners

FLINT

Bonnie Yates of Jackson, a Grass Lake teacher, was the big winner in MEA's 1982 NEA-PAC giveaway. Yates won the first prize, a one-week trip for two to Hawaii, in the drawing held at the MEA Representative Assembly in Flint.

Other winners included: Linda Spencer of Deckerville, 2nd prize, a video tape recorder; John Hampson of Flat Rock, 3rd prize, a personal computer; and Fred Burnett of Three Rivers, 4th prize, a weekend for two at the Detroit Renaissance Center.

NEA-PAC contributions are used to help elect friends of education to federal office.

The Jackson County Education Association (JCEA/MEA-NEA) led all coordinating councils with contributions totalling $2,455. The NEA-PAC giveaway netted in excess of $24,000.

***TEACHER'S VOICE*, VOL. 59, NO. 18, JUNE 14, 1982**

* * * *

[4] Check out these new NEA resolutions

LOS ANGELES

NEA's resolutions are adopted at its annual Representative Assembly, which this year will be July 1-6 in Los Angeles. Resolutions represent NEA's statement of philosophy and set the pace and form not only for NEA's program but also for its budget for the coming year.

Therefore, individual member participation in establishing these resolutions is important. An opportunity is provided—

through representation on the NEA Resolutions Committee that equals the number of NEA Board of Directors members from each state.

Michigan's representatives on the committee: Karen Bunting (Garden City district), Lois Fisher (Kalamazoo), Gary Hansen (Grand Rapids), Marion McCracken (Farmington), and Jack Minore (Flint).

If you have concerns about the resolutions or proposed changes or additions, contact any Michigan members of this committee. The committee will meet again just prior to the RA July 1.

The *NEA Reporter* listed NEA current resolutions in its September, 1981 issue. Following are brief descriptions of proposed new resolutions and changes:

A-22. Nuclear evacuation plans. Involve teachers and other school personnel in nuclear evacuation plans and keep them informed. (New resolution)

A-24. Jobs with peace. Halt cuts in federal funds for education, human, and social programs, taking funds from over-inflated military budget. (New resolution)

B-56. Video game management. Ban commercial use of video games in public schools and regulate operation of such games in commercial establishments. (New resolution)

C-3. Class size. Use declining enrollment to reduce class size to an optimum level of 15 pupils and use weighted formula for inclusion of exceptional students in classes. (New resolution)

C-7. Teacher centers. Support federal and state funding of teacher centers that are accessible to all teachers in the nation. (New resolution)

D-2. Reconsideration of in-

*Continued on Page 5

* * * *

[5]*Input needed on NEA resolutions

Continued from Page 4

structional materials and teaching techniques. NEA affiliates obtain adoption of orderly policies and procedures free of censorship for reconsideration of instructional materials and teaching techniques. (New resolution)

H-10. Ocean resources. Support United Nations effort to negotiate treaty regulating exploration, development, and use of ocean resources. (New resolution)

H-22. Internment/containment policies. Oppose internment of immigrants except for "clear and present" danger to society. (New resolution)

A-1. Educational opportunity for all. Oppose tax exempt status for institutions blocking their own integration. (Revision)

A-2. Public education. NEA members encouraged to send their own children to public school. Recognize the cultural, social, political, and religious differences found throughout the world. (Revision)

A-21. Radiation and chemical pollution. Give attention to transporting and disposing of chemical wastes. (Revision)

B-10. Health of children. Strengthen provisions and enforcement of child abuse laws and outlaw pornographic exploitation of children. (Revision)

B-17. Career education.

B-19. Alternative programs for students with special needs.

B-24. Child abuse. Encourage student awareness of child abuse and encourage affiliates to develop educator awareness programs in child abuse. (Revision)

E-7. Basic/fringe benefits. Add the following: unemployment compensation, optical, dental, and legal insurance. (Revision)

E-38. Medication in schools. Sets standards for use of medications. (Revision)

G-1. The educator as a citizen. NEA members urged to support their political action committees (PAC's). (Revision)

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TEACHER'S VOICE, VOL. 59, NO. 19, JULY 19, 1982

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[3] **NEA delegates take aim at tuition tax credits**

LOS ANGELES

The NEA's annual meeting in Los Angeles was pro-public education, pro-peace, and pro-equality for all people.

These positions come at a time of assaults in all three areas.

The assaults on public education have come in the form of Reagan-supported budget cuts for public education and a Reagan proposal for tuition tax credits to benefit the families of pupils attending private and parochial schools.

In a joint statement with the American Federation of Teachers (AFT), NEA delegates affirmed that both NEA and the AFT "will continue to make opposition to tuition tax credits a key issue in our decisions about political endorsements."

The statement said that "the attempts to enact tuition tax credit schemes constitute an effort to undermine the financial support structure of the public schools of our nation.

"Such proposals are bad economic policy, improper public policy, harmful educational policy, and violate the spirit and the letter of the United State constitution."

NEA is part of a National Coalition for Public Education drive for more than a million signatures opposing the Reagan administration's proposal for tuition tax credits. NEA has already collected more than 100,000 signatures, many of them from Michigan.

Delegates put NEA in support of a worldwide grassroots movement seeking a freeze on nuclear weapons, making this item a top NEA legislative priority. Delegates also called for more emphasis on peace initiatives.

In the aftermath of the failure of the Equal Rights Amendment (ERA), delegates affirmed NEA's support for a new ERA expected to be introduced soon in Congress.

Women's campaign

Meanwhile, NEA is into a "womens rights vote" campaign that emphasizes voter registration and get-out-the-vote efforts in this year's congressional elections.

President Reagan declined an invitation to address the convention. However, he

***Continued on Page 8**

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[8]*NEA blasts tax credits

Continued from Page 3

was vacationing in the Los Angeles area and thousands of NEA delegates turned out for a parade protesting his policies.

Under Reagan's leadership, charged NEA President Willard McGuire, there has been "an unprecedented assault on public education." NEA Executive Director Terry Herndor declared it an "absolute imperative" to elect a Congress supportive of education in 1982 and a new administration in 1984.

Arthur Flemming, a prominent Republican and former chair of the U.S. Commission on Civil rights, received NEA's Friend of Education award. Flemming was forced out of office agter the Reagan administration came to power.

Flemming said Reagan's "new federalism" is an instrument to undermine desegregation and cut back on funds for the education of the handicapped.

Mary Hatwood Futrell was unopposed for reelection as NEA secretary-treasurer and was elected by acclamation. Edmond Foglia, past president of the California Teachers Association, and Jim Lewis, past president of Kansas-NEA, were elected to three-year terms on the NEA executive committee.

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[3] [Printed out of order for convenience in reading]

PAC Giveaway nets $100,000!

LOS ANGELES

The NEA-PAC giveaway at the NEA convention in Los Angeles netted nearly $100,000, with the Michigan delegation contributing the largest amount of any state.

The total—'94,854—will be used to help elect friends of education to federal office in this year's national elections.

The giveaway idea was conceived last year by the Michigan delegation as a way of promoting the "buy American car" concept and raising funds for federal office candidates. Last year, the giveaway raised $53,000, the largest amount ever raised in a single NEA-PAC fundraiser.

This year's goal of $15 for each state delegate was met or exceeded by 32 states. Last year's quota was $10 per delegate in each state.

The American-made car, contributed by the California delegation, was won by an Ohio teacher. The Michigan delegation ran the giveaway program.

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EXCERPT FROM
PLAINTIFFS' TRIAL EXHIBIT 627
ORGANIZING & BARGAINING DEPARTMENT
WEEKLY REPORTS, MEMORANDUM
FROM ART RICE TO BOB MARSHALL
ATTACHED TO WEEKLY REPORT DATED
OCTOBER 23, 1981
[Offered & admitted Jan. 16, 1986]

* * * *

[MEA logo omitted in printing]

PROGRAM SERVICES DIVISION
ORGANIZING AND BARGAINING DEPARTMENT

MEMO

To: Bob Marshall

From: Art Rice /s/

Date: October 23, 1981

Re: Weekly Update

During the past week the following activities are of significance in higher education.

* * * *

4) Ferris State College. Ferris still does not have a contract. Because a large number of staff did not vote, they did not get a majority of the "total staff" voting "yes" for a job action. Of those who voted, a sizable majority voted "yes." Their local bylaws require a majority of the total staff to take a job action. Fringe benefits are still at issue (especially the insurance coverage and carrier).

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EXCERPTS FROM
DEFENDANT UNIONS' TRIAL EXHIBIT I
1981-84 AGREEMENT BETWEEN
THE BOARD OF CONTROL OF
FERRIS STATE COLLEGE &
THE FERRIS FACULTY ASSOCIATION
MEA-NEA
[Offered & admitted Jan. 7, 1986]

Section 1 - BASIC CONTRACTUAL PROVISIONS

1.1 Agreement and Definitions

This Agreement entered into this 19th day of November, 1981, is between the Board of Control of Ferris State College (hereinafter referred to as "Ferris," or the "College" or the "Employer") and the Ferris Faculty Association, an affiliate of the Michigan Association for Higher Education MEA-NEA (hereinafter referred to as the "Association").

1.2 Purpose

The general purpose of this Agreement is to set forth agreements reached between Ferris and the Association with respect to wages, hours, and other terms and conditions of employment for the employees in the bargaining unit described in the Recognition clause below.

*1.3 Recognition

In conformity with its responsibility under the laws of the State of Michigan with respect to the collective bargaining rights

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*[Footnote omitted in printing]

of the faculty, Ferris does hereby recognize for the term of this Agreement, the Association as the collective bargaining agent for the persons included in the bargaining unit as herein defined:

> All full-time Board-appointed Ferris State College teaching faculty (10 or 12 month); librarians; audiovisual consultants; educational counselors; admissions counselors; coordinator of testing; financial aid assistant; director of student activities; rehabilitation counselor; foreign student counselor; veterans counselor; counselor for off-campus housing; assistant placement director; assistant to registrar; and Board-appointed part-time faculty who have been employed for at least one-half of the average load for their department for each of the last three consecutive quarters; excluding deans; associate and assistant deans; administrative assistants or assistants to deans; department heads; head librarian; administrative affairs division personnel; business operations division personnel; registrar; director of admissions, records and registration; associate director of admissions; director of financial aid; director of placement; director of security: director of student development services; college relations and development division personnel; all health center personnel; head residents, and all other college personnel and supervisors. [Rest of § 1.3 omitted in printing]

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EXCERPTS FROM
DEFENDANT UNIONS' TRIAL EXHIBIT GGGG
NEA PROGRAM ACCOMPLISHMENT REPORT
FISCAL YEAR 1981-82
[Offered & omitted Jan. 10, 1986]

FOREWARD

The Program Accomplishment Report for Fiscal Year 1981-82 is presented to Governance as a part of the budget process. The intent of the Report is to provide information to the various governance bodies on the accomplishment of the prior year's program.

The Report is arranged by administrative Areas and describes the functions and programs within the Area.

The five columns of the Report are as follows:

Column 1 - The Area, Functions, and Programs are listed as approved by the Board of Directors.

Column 2 - The Program Accomplishment statement is a statement of what the program was intended to achieve. The statement describes either an attainment of some specific result or describes a condition of being at a point in time.

Column 3 - This column states the degree to which the Association was successful in achieving the intended product or describes the activities undertaken during the year to achieve the product.

Column 4 - The amount of dollars originally budgeted by the Representative Assembly and adjusted by any governance action during the year.

Column 5 - The amount of funds actually expended during the fiscal year.

[Column format altered & columns 4 & 5 omitted in printing]

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Area: Affiliate Services

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5.0 [Function] Bargaining and Negotiation Support

5.1 [Program] Assist eight state affiliates to enhance state negotiation support programs.

Program Accomplishment[:] Projects developed with eight state affiliates and assistance provided to enhance negotiations support programs.

Summary[:] Bargaining projects were designed, conducted, and funded in nine states: Alabama, Alaska, Colorado, Nevada, North Dakota, South Dakota, Vermont, West Virginia, and Wyoming.

5.2 [Program] Assist affiliates in securing effective negotiated contracts through training programs, conferences, and analytical papers; assist affiliates in improving teacher benefit programs.

Program Accomplishment[:] Bargaining behavior training developed, reviewed, and revised; two sessions in implementation of bargaining behavior training held; one state coordinators conference held; four issues of the Bargaining Quarterly published; model fringe benefit bargaining contract clauses reviewed and revised as needed.

Summary[:] The bargaining behavior training program was reviewed and two training of trainers sessions were held. One State Bargaining Coordinators Conference was held. Two regional national bargaining conferences were held. Three Bargaining Quarterly issues were developed with NEA Research, and fringe benefit bargaining language was reviewed.

5.3 [Program] Review and revise existing grievance and arbitration programs, conduct training and analyze trends and developments in contract enforcement.

Program Accomplishment[:] Grievance training, Arbitration B, and Advanced Arbitration programs reviewed and revised as needed. Two training sessions for trainers in Advanced Arbitration and one Arbitration B training session conducted; one article on contract enforcement prepared for each issue of the Bargaining Quarterly.

Summary[:] Grievance training, Arbitration B, and Advanced Arbitration training programs were reviewed. Three Advanced Arbitration training sessions were conducted. One Grievance Training session was held. Three Arbitration B sessions were held. Articles were

prepared for Bargaining Quarterly on such topics as RIFs, mass experience, and flexible cafeteria plans.

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Area: Research

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2.0 [Function] Collective Bargaining/Benefits Services

2.1 [Program] Produce and distribute Collective Bargaining Quarterly.

Program Accomplishment[:] Four issues of Collective Bargaining Quarterly produced and distributed.

Summary[:] Four issues of Collective Bargaining Quarterly were produced and distributed: association rights, summary of state bargaining and labor statutes, significant judicial and state labor board decisions, bargaining/research conference report, and fringe benefits issues. A Collective Bargaining Quarterly editorial board was established with Affiliate Services, Communications, and Research staff participation. A new cover format and editorial policy were developed.

2.2 [Program] Produce and distribute basic benefits memos.

Program Accomplishment[:] Four basic benefits memos produced and distributed.

Summary[:] An issue of the Collective Bargaining Quarterly (June 1982) was devoted to fringe benefits issues, retirement, group insurance, and health insurance.

2.3 [Program] Produce and distribute higher education memos.

Program Accomplishment[:] Five higher education memos on current issues and practices produced and distributed.

Summary[:] Two memos were published: Salary Schedules for Faculty in Higher Education, 1980-81, and National and State Statistics of Faculty Salaries Paid in Higher Education, 1980-81. State/local surveys were developed to inventory state research organization, staffing, and resources, and assess state needs and ability to provide services from the perspective of executive director, director of Affiliate Services, Research director, and selected UniServ directors.

2.4 [Program] Produce and distribute school support personnel memos.

Program Accomplishment[:] Two school support personnel memos produced and distributed.

Summary[:] Memos, information, and data for support personnel were incorporated into the Collective Bargaining Quarterly.

2.5 [Program] Produce and distribute memos on issues affecting retirement; analyze, evaluate, and report on retirement systems; conduct retirement forum.

Program Accomplishment[:] Six memos on retirement produced and distributed; retirement systems analyzed, evaluated, and reported; retirement forum conducted.

Summary[:] A new publication entitled "Pension Alert" was established to keep state retirement contacts informed about public retirement issues. Three of these publications were produced and distributed and included issues such as the Public Employee Pension Plan Reporting and Accountability Act of 1982 legislative activity, retirement benefits, investment of pension funds in real estate, and social security termination.

Two retirement memos were published: General Revenue Financing of Social Security, and The Private Pension System and Its Role in Providing Economic Security.

A summary report of state retirement systems was published and distributed. The Retirement Forum was postponed because of low registration and lack of funds.

Research assistance on retirement issues was provided to eight states on unisex tables, real estate and mortgage investments, social security termination, and general public employee retirement information. Position papers on testimony were prepared for Government Relations on Mobile Teacher Retirement and the Public Employee Retirement Income Security Act.

2.6 [Program] Provide technical assistance and staff support for the Teacher Benefits Committee.

Program Accomplishment[:] Four Teacher Benefits Committee meetings held and report for the Representative Assembly prepared and delivered.

Summary[:] Three Teacher Benefit Committee meetings were held, and a final report was prepared and delivered for the Representative Assembly.

* * * *

5.0 [Function] Studies/Special Projects

5.1 [Program] Produce and distribute scheduled and ad hoc reports on federal and state aid to education.

Program Accomplishment[:] Financial Status of Public Schools, Estimates of School Statistics, Rankings of the States, national finance study on federal aid to education, and technical papers on federal and state educational finance as requested produced and distributed.

Summary[:] Estimates of School Statistics and Rankings of the States were published.
Two issues of Prices, Budgets, Salaries, and Income were produced.
Summary of Economic, Political, and Social-Psychological Factors Affecting School Finance was produced and disseminated.
Can the States Pick Up the Slack? A state-by-state profile of tax structures, expenditures, and status of surpluses, was produced and disseminated.
Block Grants. An analysis of regulations and their impact on policy, programs, and practices in the 50 states was produced in cooperation with Government Relations.
Two analyses of the federal budget, displaying state-by-state projections of impact, were produced and disseminated.
Workshops were conducted with state presidents and IPD field staff on state school

finance issues/implications and block grants, and an information/resource package was developed. Analysis of school finance/block grant implications for all NEA programs was produced and disseminated to NEA executive staff.

5.2 [Program] Conduct finance studies on state revenue and expenditures for affiliates.

Program Accomplishment[:] Four finance studies conducted and reported to state affiliates.

Summary[:] Idaho school finance and taxation study was completed.
Vermont school finance profile was completed and used for training UniServ staff.
Delaware finance study/poll was initiated.
Customized budget analyses were produced for Maryland, New Hampshire, and Maine.
Customized profile of school finance in Oregon was compiled for the OEA Vice-President.
Customized profile of school finance in Arizona was compiled for the AEA Vice-President.

* * * *

Area: Administration

1.0 [Function] Administrative Services

* * * *

1.5 [Program] Coordinate all contractual and logistical arrangements for the NEA Annual Meeting.

Program Accomplishment[:] Contractual and logistical arrangements completed for the NEA

Annual Meeting and associated meetings; support services provided.

Summary[:] The program was successfully accomplished.

* * * *

Area: Governance

1.0 [Function] Representative Assembly

1.1 [Program] Provide financial support for Editing and full Resolutions Committees, based on 5-member Editing and 125-member Resolutions Committee.

Program Accomplishment[:] Meetings held in spring and during Annual Meeting to consider proposed resolutions; resolutions submitted to 1982 Representative Assembly.

Summary[:] Meetings were held as scheduled and Resolutions were adopted by the 1982 Representative Assembly.

1.2 [Program] Provide financial support for Committee on Constitution, Bylaws, and Rules, based on five members for two 2-day meetings in Washington, a 1-day meeting prior to the Representative Assembly, and expenses during the Representative Assembly; also includes costs related to special hearings, as needed.

Program Accomplishment[:] Meetings held as necessary to consider proposed amendments to governing documents; amendments submitted to 1982 Representative Assembly for action.

Summary[:] Meetings were held as scheduled and amendments were adopted by the 1982 Representative Assembly. No special hearings were necessary.

1.3 [Program] Provide financial support for Credentials Committee, based on five members for two 2-day meetings in Washington, a 2-day meeting prior to the Representative Assembly, and expenses during the Representative Assembly.

Program Accomplishment[:] Accreditation and registration of delegates to the 1982 Representative Assembly supervised and reported.

Summary[:] Meetings were held as scheduled and a report was provided to the 1982 Representative Assembly.

1.4 [Program] Provide financial support for Elections Committee, based on expenses for chairperson and meal service for full committee during elections; also includes computer costs incurred in tabulating election results.

Program Accomplishment[:] Elections held and completed at the 1982 Representative Assembly.

Summary[:] Elections were held as scheduled at the 1982 Representative Assembly.

1.5 [Program] Provide financial support for Committee on Program and Budget, based on eight members for three regular meetings in Washington and subcommittees participating in regional and other meetings.

Program Accomplishment[:] Budget for 1982-83 designed to achieve the goals and objectives of the Association.

Summary[:] Meetings were held as scheduled and subcommittees conducted hearings at regional and other meetings.

1.6 [Program] Provide reports and documents of the Representative Assembly: Financial Report, Treasurer's Report, Proposed Program Budget, Report on Implementation of Resolutions and New Business, Reports of Committees, Report on Resolutions, and Proposed Amendments to the governing documents.

Program Accomplishment[:] Reports and other documents produced and distributed.

Summary[:] Reports were produced and distributed on projected timeline.

1.7 [Program] Provide financial support for invited visitors at the Annual Meeting, including international guests and non-Association guests invited to make presentations to the Representative Assembly.

Program Accomplishment[:] Attendance at the 1982 Representative Assembly.

Summary[:] Support was provided for six international guests and two speakers attending the 1982 Representative Assembly.

1.8 [Program] Plan and execute arrangements for the Annual Meeting; includes costs for rental of facilities, hall decorations, labor, TV and sound systems, busing, stenographic and parliamentarian

services, preconvention minority conference, preconvention women's conference, and Friendship Night.

Program Accomplishment[:] 1982 Representative Assembly completed.

Summary[:] The 1982 Annual Meeting was held as scheduled.

1.9 [Program] Provide support for ATA-NEA Past-Presidents to attend Annual Meeting, based on 15 persons; also includes costs for special dinner/social during the Annual Meeting.

Program Accomplishment[:] Attendance at 1982 Annual Meeting supported.

Summary[:] Support was provided for 17 past presidents attending the 1982 Annual Meeting and a social was held as scheduled.

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